App. F. IX-4

1934-35 (C.R.B)

File No. 1-34

Serial Nos. 1

Previous References

R 30 37-31-1
9 31 5
37 34 - 1 9

Later References.

C.S. 58 43-1-2
R.&P.S. 65-43(1403).
R.&P.S. 35-38 (G.S.37)
POL 13-58(25).

p-1(E)

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. Nil

Part B for July 1934

SUBJECT.

Revision of Rules of Recruitment

NE 1-105 / C.R.B. dated 3rd July 1934

To, The Secretariat Government

WD 01965—GPB—15,000—7-7-34

Head of Department
Deputy Secretaries of Sts
Chief Officers
Supt C.R. Board.

Revision of Rules & Procedure

General and Revenue Secretariat

File No. L 2/15 of 193

[App. F. III—2

Serial No.

1) with respect the discussion in the C. of S. today, the returns may be submitted as early as practicable

7/10/10

2) 10/10. C.R.B. Please put up the file.

10/10

7/10/10

3) Subd. with all the connected files

21.10.33

7/10/10

4) A copy of the approved proceedings on the R.A. resolution re Stabilised Board also obtained & put with below.

P.T.O.

NOTE—Contn. Sheet.

File No. of 193 General and Revenue Secretariat

(Next page)

Serial No.

Y

(5) Refl. to Member's orders in Para 1 above.

A set of the draft rules under ref. is placed below (Ex. Y)

These rules relate to all Subordinate appointments (in Superior Service), both clerical & executive

A

(6) I have ex. these Rules with ref. to the discussion & the Govt. reply at the last R. A. Session in connection with the Resolution for the Constitution of a Staff Selection Board. A copy of the approved proceedings on that Resolution is also placed below (Ex. A)

(7) ~~Hon'ble~~ The first portion of the Resolution for a Public Services Comn. for the higher appointments was not pressed & was withdrawn, as it was pointed out by the 1st Member that it was not necy. or called for, in mysore, & that, in actual working now, Selections to the higher appointments were being made from the best available men from all Communities, with due regard to the principle of giving adequate representation to the various Communities.

(8) The qn. now is in respect of the Subordinate appointments only. The Resolution urged (in its second part) ~~the~~ for a Staff Sel. Bd., with the Communal Rotation System, as in madras. This was finally withdrawn, on the 1st member explaining to the House ~~the~~ the practical difficulties, (such as the complicated procedure, its unsuitability to mysore) in the matter of the rotation system, & stating that the Recruitment Bd. itself with some

NOTE—Contn. Sheet.

addl powers (if nec.) could do the functions of a Staff Sel. Bd., that a Separate Staff Sel. Bd. was not nec. & that a set of rules in lieu of the existing ones were under the Consn of Govt.

(9) The main points indicated in the Govt. reply, for the Scheme of recruitment are:—

(i) Selection of best available men from all Communities on the principle of giving adequate representation to every Community in service;

(ii) At the same time, it would be impossible to assure each & every community a representation in exact proportion to its size & importance;

(iii) Acceptance of the general principle, that 75% of the appts. shd go to non-Bds.

(iv) Special provision for communities with poor or no representation in service

(v) The present Recruitment Bd. itself would be given such addl powers as may be nec. to discharge the duties of a Staff Sel. Bd.

(10). The proposed revised Rules under reference proceed according to the above lines in general and provide for ~~a Selection & Some Special Concessions~~ all the above points. The general features of these revised rules are:—

(i) while maintaining the general principles of the existing System, the common defects in its working are sought to be remedied, & the Rules as a whole, would be considerably simplified.

(ii) The main general principle viz that out of every four recruits, not more than one shall be a Brahmin is kept up. i.e,

Serial No.

75% of the appointments are reserved for non-Brs, & 25% thrown open for all classes). It is on this principle that the Selection of eligible candidates for admission to Service, from out of the approved general & special lists of candidates is ordered to be made. (vide Rule 20).

(iii) In respect of the ~~vacancies~~ appointments (specified in Rule 15), there will be no adv^t of individual vacancies. There will be ~~a~~ ~~Standing~~ ~~approved~~ list of candidates, (one general & one special) assigned to each unit office, for selection for the vacancies. The C.R.B will have the power to frame the lists of candidates, once a year, after calling for applns that may arise in the year, & to assign the applicants to the several units (according to requirements): The procedure is ~~is~~ set out in Rules 12 – 20

(iv) The C.R.B will be empowered to prepare a Consolidated programme of recruitment for the following official year, & also to determine the number of vacancies to be filled up by promotion (in class I, II & III).

(v) The standing lists (both general & special) of eligible candidates will be arranged in the order of merit as determined by the CRB. The C.R.B will also have power to give an eligible candidate of the d.C or ST very backward Community, a higher place: (vide Rule 16); This would provide for special preference & consideration to

(Here, the functions of a Staff Selection Board in the CRB) will come devolve on us

NOTE—Contn. Sheet.

WD 0434—GPB—15,000—12-10-82

(5)

File No. of 193 | General and Revenue Secretariat

Serial No. (A)

the candidates of ~~the~~ those backward or depressed Communities which are very poorly, ~~or not~~ represented or not at all represented in Govt service.

(11) Thus, in general outline, the proposed ~~revised~~ draft rules would satisfy the main requirements & demands, & may perhaps be adopted (~~as~~ with a few minor changes as indicated).

[This qn of revised rules has not gone before the Board. So far]

Gen. Secy)

N 11/23/11

(12). In reply to Mr. Gundappa Gowda's statement ~~made~~ regret that certain Communities were losing ~~in~~ some any representation at all & that they should be given special chances the Member has observed that the Draft rules should provide for consideration of such cases.

The rules in Qn are 12 & 30 in the draft; but I do not see that this point has been specially dealt with in any where

Please bring up

Ilm

29/11/33

(Vide Rule 16 of the portion (A) above & 30/11

Serial No.

(13) I am afraid that the rules now under consideration will make matters no simpler than they are at present. In some respects, the rules proposed may even prove to be more complicated to work than the existing procedure. For one thing, they throw more work and responsibility on the Central Office than, I think, it is possible for the latter to manage with its present establishment and, for another, they do not emphasize sufficiently the responsibility to be shouldered by each Unit Officer for observing correctly the rules of recruitment and following strictly the policy laid down by ~~the~~ Government in this matter.

(14) Reference is made in Rule 13 to a consolidated programme of recruitment for each year prepared on the basis of forecasts furnished by unit officers. I am afraid these forecasts can not, in the nature of things, ~~not~~ be very accurate, as contingencies may arise during the course of the year ~~it~~ which could not be foreseen at the time of the preparation of these forecasts. The programme of recruitment will also be correspondingly vitiated and it may not be possible to stick to it at all.

(15) Reference is again made in Rule 16 to A & B lists under 10 headings. According to rule 19 each unit should be provided with lists ~~for itself~~ of names assigned to that unit separately. And again in each one of these lists, the candidates should be arranged in an order of merit Vide Rule 16. What exactly is this order of merit is not clearly specified and in Rule 25 it is laid down that

NOTE—Contn. Sheet.

WD 70—GBPM—60,000—13-8-31

each recruit should spend two years on probation.

(16) I think in all these matters ~~I have~~ touched upon above, there will be great difficulty in actual practice in working the rules properly. And one of the main grievances pressed upon the attention of the Government namely that certain communities were going without any representation at all and that they should be given special chances has not been to my ~~mxnx~~ mind sufficiently considered in these rules.

(17) It would, perhaps, be a simpler plan to work if we revert to the old order of things, the C.R.B. publishing at the beginning of every year (or oftener) two ~~lix~~ lists A & B under each of the 10 headings noted by Mr. Madhava Rao to be applicable to the whole State. instead of each unit The rule of recruitment will continue as at present and vacancies will be classified into 3 special and one general. No recruit should be appointed whose name is not in this list. When one or more communities are strongly represented in any one unit it ~~xxxxx~~ should be a standing instruction to the Unit Officer to make further appointments from the most deserving of the other communities whose names are noted in the list. In this way it is possible for a "communal rotation" principle to be roughly observed in respect of each unit. It may also be advisable as suggested ~~by~~ in his Note by Mr. Madhava Rao to do away with the present four classes and have two only for direct recruitment.

OFFICE OF THE FIRST MEMBER OF COUNCIL 7 DEC 1933 No. 4389

(18) In other respects the rules proposed seem to be suitable and may, with advantage, be adopted.

I Finucane)

4/12/33

Serial No.

(19) Secretary
Please speak to me
about this
11/12 N
11/12

(20) Rec'd. instrs. from
the Member N
11/12

(21) As per Member's instructions, (Diary I, C)
has been written
Mr. A. V. Ramanathan
C, by a D.O., sending the set of
draft revised Rules & requesting for
his remarks in the matter. N
12/12

D. O. No. R. dated 12.12.1933 to A. V. Ramanathan Esq.
forwarding the draft Rules for remarks.

D. O. letter dated 17th December 1933 from
A. V. Ramanathan Esq. B.A. returning the draft rules
with a note thereon. (& with a copy of the M.C.S.
Association Journal containing a copy of his letter on the
the revision of the C.R.B. Rules).

(22) Minute of the First member thereon:-
"Secy. C.R.Bd. I want to take up this subject
with the R.C. in the 1st Week of January."

(23)
Rec'd. instrs. from the
Member, to wait for
R.C's return to Hd. Qrs from
tours & then to consult him
for a date -

NOTE—Contn. Sheet.

WD 0434—GPB—15,000—12-10-32

As per Member's instrs. wrote to the R.C.,
suggesting 21st inst. (3rd from) for his discussion.
The R.C. has replied, agreeing to the date &
desiring for his file. N 20/1 (As per Member's orders,

(1) Subject:- Q^n of revision of Rules of Recruitment

File No. of 193 General and Revenue Secretariat

Serial No.

the file on the Subject (with Mr. Ramanathan's letter) will be sent to the R.C. for his study & return a couple of days earlier). M 24/1

(24) File sent to the R.C. with a letter, requesting that it may be returned a couple of days earlier, for submission to the Member. M 25/1

(25) File rec^d back today from the R.C. M 26/1

(26) Submitted to the I^st Member. (The Subject is kept for discussion by the Member with the Rev. Comm^r, on the 31^st inst. (Wed) at 3 P.m.) M 27/1

(27) 31/1/34.

The Subject was discussed by the Member with the R.C & the Gen. Sec^r, & the draft rules gone through. Member's instructions: To put up a note of the points agreed to, & a fresh set of revised draft rules, for further Consn. M 31/1.

P.T.O.

(10)

Refer:- Para 27 above.

Serial No.

(28) At the meeting of the Member, the Revenue Commissioner, and the General Secretary, on the 31st ultimo, this question of revision of Recruitment Rules was further discussed and the proposed draft rules were gone through and necessary revision suggested in the light of the discussions.

(29) It was agreed that the revision of the rules may proceed on the following general lines:-

(1) Each recruit should be started as a probationer in the unit of recruitment;

(2) Under the existing rules, the vacancy is the ~~unit~~ unit and not the recruit so much so, a candidate, who ~~has been~~ is appointed first in a temporary vacancy may lose his post, while another appointed subsequently may continue longer and a third appointed last may get a permanent post. To remedy this and give a certainty of the appointment to each recruit to service, it is necessary that (as in Madras), the recruit should be the unit and not the vacancy, and should, on the cessation of the acting or temporary vacancy in which he is appointed, be, as far as possible, continued and provided in another vacancy (where ~~ever~~ available) till he is finally absorbed in that recruitment unit.

(3) The present division of appointments into four classes on a pay basis with separate qualifications in each class may be done away with, in view of the altered conditions now ~~and the present competitive days~~ and we may have only two general classes of appointments with a general minimum educational qualification for each as follows:-

P.T.O

WD 0434—GPB—15,000—12-10-38

Serial No.

Class (I) Appointments on a pay of Rs.35 and above - University Graduates (B.A. or B.Sc.)

Class (II) Appointments on a pay below Rs.35 S.S.L.C.

(4) ~~Class (iii)~~ Each recruit should start only at the bottom of ~~his~~ service in the class in the Department. A certain proportion of vacancies may be fixed by the C.R.B. for promotion to the officials in the lower class to the higher class. The proportion should however be fixed.

(5) ~~Class (iv)~~ Method of recruitment.

(~~6~~) The Central Recruitment Board may obtain a forecast of the vacancies in the several units, ~~and~~ draw up a programme of recruitment for the year, then call for applications from candidates ~~to~~ for the vacancies that may arise, and prepare lists of the selected candidates in the order of preference (as determined by the C.R.B.) in two Parts, - A (General) containing the names of the best qualified persons, irrespective of caste or community and B (Special) containing the names of ~~qualified candidates~~ of only backward communities. As vacancies occur, the appointments may be made from the approved list according to the relative order of mention therein of the names, in the proportion of one appointment in the General list to 3 in the Special list.

(30) On the basis of these general lines the present draft rules have been (as instructed) further revised and a further typed set of revised draft rules is submitted herewith for consideration and orders.

I Sh: member + Chairman CRB) 8/2

* In preparing this list an attempt will be made to see that all communities are adequately represented

(12)

File Subd
CC
10/2

Serial No.

P.A.

(31) There is a file on this subject pending Department. Please let me have it. There was also a note on this subject at the last Session of the L.C. Please put that up also

bee
10/2/32

(32) At the last Session of the L.C. there was a resolution of Mr Jamnadas Mehta that "immediate steps be taken to ensure adequate & just representation with first regard to all major minority communities who have failed to secure proper representation". The Govt. agreed in principle & said that this was always kept in view. It was also stated that the rules would be examined & the question of securing that all communities get a fair share of appointments would be kept in view (all this Govt agreed to under the Government of India Act in respect of communal representation).

(33) I have had the rules turned over in connection with Mr Mathuradas & Mr Ramanathan who have both stressed the defects in the existing rules. The main features of the rules are mentioned in the last Govt note in the preceding file

NOTE—Contn. Sheet.

WD 0434—GPB—16,000—12-10-32

2115

File No. of 193

General and Revenue Secretariat

Serial No.

and were explained from at the Council meeting on the 8th inst when general approval was expressed to the lines of revision proposed—

(34) The papers may now be re-submitted to the Council Members for consideration and final passing

Sd
22/6/34

DEWAN'S OFFICE
19 JUNE 1934
No. 8833

(35) I have gone thro the draft rule + I generally agree that they are suitable + may be issued. A few minor points (Su[illegible] all implt by direct recruitment being regulated a. Probrs) may be required further consider but this can be done later on when found necessary. I agree to the main lines of the proposed rules

Sd
20/6

OFFICE OF THE SECOND MEMBER OF COUNCIL
16 JUNE 1934
No. 8519

(36) Dewan.

Cant.
16.6.34.

17 JUNE 1934
No. 8087

(37) Sd
17-6-34

(38) F. U. Signed by Member. S. N. put up,

CCG
18/6/34

OFFICE OF THE FIRST MEMBER OF COUNCIL
18 JUNE 1934
No. 9825

(39) Dewan.

Cant.
18-6-34.

(40) Sd
19-6-34

Cant.
22.6.34

(41)

Final Note by the First Member of Council.

Subject:—

Revision of the rules of recruitment.

According to the rules of recruitment to the subordinate public service in force at present, 75 per cent of all vacancies to be filled up by direct recruitment are reserved for candidates belonging to the backward communities, while the remaining 25 per cent are treated as general vacancies open to all classes. All the appointments are divided into four classes according to the pay with separate minimum qualifications prescribed for each class, each individual vacancy to be filled up by direct recruitment is advertised in the Gazette, and applications from eligible and qualified candidates called for by the Central Recruitment Board. The applications that are received in response are scrutinised by the Central Recruitment Board and forwarded to the respective appointing officers for selection and report.

Experience of the working of the existing rules has shown certain defects, chief of which are the following:-

(i) A candidate who is appointed first in a temporary vacancy may lose his post, while another appointed subsequently may continue longer and a third appointed last may get a permanent post;

(ii) Temporary arrangements are often made in the vacancies pending advertisement and in short vacancies which could not be advertised. These arrangements frequently do not conform to the rules laid down. Persons selected for such casual appointments are kept on in similar casual vacancies and come, in course of time, to acquire a kind of claim for permanent employment, while persons recruited through the Central Recruitment Board in advertised temporary vacancies are left without a chance of confirmation and have, on the cessation of the vacancies, to look out for other appointments, put in fresh applications and take their chance;

(iii) As direct recruitment is made not only at the bottom but also at three higher stages, (only one out of every three vacancies in each class being made available for promotion), the chances of promotion to candidates already in service, or recruited for permanent vacancies in the lower grades are much restricted;

(iv) The rules are very complicated and the practice of advertising every vacancy throws much labour on the Central Recruitment Board office. The same candidate may at the same time be applying for several advertised posts.

The defects of the existing system of recruitment have come up for discussion in the Representative Assembly and the Legislative Council on several occasions. Proposals have been repeatedly brought forward for the establishment of a public service commission or staff selection board, and for the adoption of a system of communal rotation as in Madras. In reply it has been pointed out that the need for a public service commission exists only in countries where the system of Party Government is in vogue its object being to prevent the party in power from filling up all the appointments with its own men, and that it is not necessary or called for, in Mysore. As regards the communal rotation system it was explained that the actual system suggested was not acceptable to all communities and was otherwise difficult of working, but that Government would re-examine and revise the rules with a view to ensure that qualified candidates of all communities get a fair chance of securing appointments in the public service.

The existing rules have accordingly been examined and revised with a view to remedy the defects and satisfy the general requirements on the above lines. The main features of the revised rules are:-

(a) Each recruit should be started as a probationer in the unit of recruitment;

(b) The recruit is the unit and not the vacancy and he should on the cessation of the acting or temporary vacancy in which he is appointed, be as far as possible continued and provided in another vacancy, till he is finally absorbed in that unit;

(c) The present division of appointments into four classes is done away with, in view of the altered conditions now, and there will be only two general classes of appointments with an increased general minimum educational qualification for each;

(d)

(d) Each recruit should ordinarily start only at the bottom of service in the class in the Department. A certain proportion of vacancies may be fixed by the Central Recruitment Board for promotion to the officials in the lower class to the higher class;

(e) Method of recruitment. The Board may obtain a forecast of the vacancies in the several units, draw up a programme of recruitment for the year, then call for applications from the candidates for the vacancies that may arise, and prepare lists of the selected candidates, in the order of preference (as determined by the Board) in two parts, (A) General, (containing the names of the best qualified persons, irrespective of community) and (B), Special, (containing the names of only backward communities). In preparing this (B) list, an attempt will be made to see that all communities are adequately represented. As vacancies occur, the appointments may be made from the approved list according to the relative order of mention therein of the names, in the proportion of one appointment in the General (A) list to three in the Special(B) list.

V.

Page 13 of Office notes

The draft rules which have been prepared and revised under my instructions have been agreed to by the Dewan and the Second Member of Council. I solicit gracious approval of His Highness to the revised draft rules.

Bangalore,
18th June 1934.

MEMBER OF COUNCIL.

17

(42)

Submitted to His Highness.

I submit herewith a Final Note by the First Member of Council regarding revision of the rules of recruitment,

for His Highness' gracious approval.

Mirza M. Ismail

Dewan.

19-6-34

(43)

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject.

Revision of the rules of recruitment.

(44) C Secy No 20.6.34

RV 16/6

659

Order.

~~KRW~~

20/6/34

666

General and Revenue Secretariat

45)

Revision of the rules of recruitment.

(*)

31 All urgent or confidential files returned with His Highness' orders may in the absence of instructions or indications to the contrary, be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34. In all other cases, the files will first be circulated to the Members of Council at Headquarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to Members of Council for perusal of His Highness' orders before/after issue of orders. (*Vide Rules* 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure.)

R. Rangachari

Chief Secretary to Government.

Through the Secretary to Government,

.....Department.

9946/21/6

FIRST MEMBER OF COUNCIL. 21/6/24

8674/21/6

SECOND MEMBER OF COUNCIL.

21/6

(C.R.B.)

General Secretary with Compts.

RR 21/6/24

NOTE.—Contn. sheet

Revision of Rules of (a) Recruitment.

General and Revenue Secretariat | File No. I. 2115 C. R. of 193 | [App. F. III—2

Serial No.

(46) The Revised Rules of C.R.P. are to be published with a preamble. Don't issue the Yet.

Unw. 23-6-34

N 25/6

~~A draft~~

(47) A draft G.O. (preamble) is submitted for consideration & orders.

(It is also for orders as to the date from which these revised Rules are to come into force: Vide my Note at the end of the draft put up).

Gen. Secy) N 28/6

OFFICE OF THE FIRST MEMBER OF COUNCIL 29 JUN 1934 No. 1016

(48) First marked.

Unw. 28.6.34 N 28/6

(49) Draft appd. Please submit to Dewan Representing by Hy. G. 29

DEWAN'S OFFICE 29 JUNE 1934 8287

(50) Dewan.

Unw. 29.6.34 N 29/6

(51) JM 29-6-34

P

53) A clean fair copy is Submitted.

Unw. 30.6.34 (53) KHH 30/6

For orders if (a) this may be published & then got printed for issue or (b) if this may be first printed, ~~then~~ issued & Sheet

Revision of Rules of Recruitment

2115

File No. of 193 | General and Revenue Secretariat

Serial No.

Item published. ——— dt
I st member) 2/7

(54) Reasons in print, (4 pages 6 copy) ———
by
3/7/34 dtd dt 3/7

(55) Printed & issued, (also Printed & issued, (also distributed copies & L.C.'s to members) today dt 3/7

To

The Secretaries to Govt.
The Comptroller to Govt.
The Heads of Departments
The Dy. Commrs. of Dists.
The Chief Audit officers
The Secretary, CMB.
Press Table.

G. O. No. 6-105 | CMB 1-34-1
dt 3. 7. 1934.

Issues Revised Rules of Recruitment governing the Subordinate Services of Government.

19.7.1934

Serial No.

There are two recognised systems of communal recruitment, the object of the one (A) is to ensure an equitable distribution of patronage among the several communities, while that of the other (B) is to prevent one or more communities obtaining a preponderating share of such patronage. The one is negative and the other positive in its aims. The system of recruitment followed in Mysore is mainly of the latter type, and to substitute for it a scheme of rotational appointments, as suggested by the Central Recruitment Board, would involve a radical change of policy.

It seems possible, however, while maintaining the principles of the existing system, to remedy some of the defects which the experience of its working has disclosed. One of these defects, which has prominently come to notice, is the latitude allowed to appointing officers to make temporary arrangements in vacancies which are three months (and less) in duration and also in long term vacancies pending the result of advertisement. Appointments in such cases are made without reference to the rule of communal proportion and sometimes, on the ground of urgency, without reference also to the qualifications of the candidates. A person obtaining in this manner a succession of casual jobs comes, in course of time, to acquire a sort of moral claim for permanent employment. Such cases are numerous and are steadily increasing. While "irregulars" are in a position to create vested rights for themselves, the persons recruited to temporary vacancies by the Central Recruitment Board

NOTE—Contn. Sheet.

WD 0246 —GPB—15,000—22-8-32

are left without a reasonable prospect of confirmation. On the cessation of vacancies in which they were taken, they have to look out for other jobs, put in fresh applications and abide their chance.

The candidates recruited for permanent vacancies in the lower grades are ~~also~~ put to further hardship in that their chances of promotion are unduly restricted. (2) Direct recruitment is made not only at the bottom but at three higher stages of the ministerial service only one out of every three vacancies at each stage being available for promotion. The classification of appointments for purposes of recruitment into four classes was reasonable enough when the system was originally introduced and facilities were sought to be created for candidates of backward classes to obtain employment in the service suited to their varying qualifications. But nowadays when backward class candidates with S.S.L.C. qualification are available in large numbers and backward class graduates are willing to take service on Rs.30/- or 35/-, the need for recruitment at intermediate stages has to a large extent disappeared. On the other hand, the retention of this rule only places a premium on inexperience, ~~while it~~ and discounts the value of good work in the lower grades as a title to promotion. (3)

Lastly the rules are very complicated. There are no less than 72 divisions into which an appointment may fall and as its disposal depends upon its correct classification, it is obvious that a slight error or manipulation in this respect may affect a whole series of appointments. Further, the practice of advertising

Serial No.

every vacancy available for direct recruitment throws a good deal of unnecessary labour on the Central Recruitment Board Office.

The nature of the defects explained above also suggests the direction in which improvement is to be sought. The classification of appointments according to pay, their further division into temporary and permanent, ministerial and executive, etc, should be abandoned. Approved candidates should start at the bottom of the service and once admitted to a Department they should be absorbed in it as vacancies occur, the only condition being that out of every four recruits not more than one shall be a Brahmin.

If it is desired that provision should be made for direct recruitment at a higher stage for the benefit of graduates, the line may be drawn at Rs.40/-. The number of vacancies on Rs.40/- and above to be filled up by promotion need not however be prescribed by rule, but may be left to be determined by the Central Recruitment Board in consultation with the Unit Officers, having regard to the circumstances of each Unit as ascertained from year to year.

The system of advertising individual vacancies may be given up but two standing lists of approved candidates A. for the Non-Brahmin candidates B. for the Brahmin candidates should be maintained for each class of appointments. The lists should be framed by the Central Recruitment Board after calling for applications once a year and the names of candidates should be entered therein in the order of merit, special preference being shown, however,

NOTE—Contn. Sheet.

WD 0246 -GPB—15,000—22-8-32

to candidates of the depressed and other specially backward classes. The candidates will be assigned to the various units, in which they may be employed in any vacancies that may occur, and eventually absorbed, if found satisfactory.

A set of draft rules in accordance with the suggestions made above is put up for consideration. I am sorry that owing to pressure of time I have not been able to scrutinise them properly but if the general outlines of the scheme are approved, the redrafting of the rules should present no difficulty.

Do Yes Copy with compliments

19/4/33.

General Rules of Recruitment governing
Sub-ordinate services of Government.

These rules shall apply to all posts in the Sub-ordinate services of Government, but in the absence of any specific provision to the contrary, nothing herein contained shall affect any special provisions ~~as~~ which are now in force or may hereafter be made in respect of particular posts or services.

2. Definitions.

(i) Backward communities:-

The term "Backward communities" as used in these rules includes all communities other than Brahmins.

(ii) Direct Recruitment:- A candidate is said to be 'recruited or appointed direct' when at the time of selection or appointment he is not a member of a subordinate service.

(iii) Promotion and transfer:- A candidate is said to be recruited or appointed by promotion or transfer when at the time of selection or appointment he is a member of a subordinate service.

3. No person shall be eligible for admission to the subordinate service, unless he is -

(i) a subject of the Mysore State by birth or domicile or

(ii) a British subject to whose admission to the Public service the previous permission of Government has been obtained.

A person acquires a domicile in Mysore when he has resided in the State for a period of not less than

of himself and his family therein, not for mere special or temporary purpose but with the present intention of making it his permanent home. Continued residence for five years shall be prima facie evidence of having acquired a domicile.

Age limit.

4. The maximum age of entry into service will be 28 years in the case of candidates of backward communities and 25 years in the case of others. In case any over-aged candidates are proposed to be appointed, the provisions of article 34 of the Mysore Service Regulations should be complied with.

5. Subject to special rules, if any, in respect of particular services or posts, no person shall be eligible for admission to any sub-ordinate service unless he possesses the minimum general educational qualifications prescribed hereunder:-

Class I. For all appointments carrying a pay of Rs.50/- per mensem and upwards - a degree of the University of Mysore or any other recognised University.

Class II. For all appointments carrying above, but less than Rs.50/-; a pay of Rs.40/- per mensem - a pass in the intermediate examination of the University of Mysore or any other recognised Univers ty

Class III. For all appointments carrying a pay of Rs.20/- per mensem or upwards but less than Rs.40/- per mensem,

A pass in the S.S.L.C. Exam

are there below?

Two classes 35 & above below 35

N o t e :- A pass in the Upper Secondary examination will be considered as an alternative qualification for a pass in the S.S.T.C. examination, and a pass in the training examinations will be a preferential qualification, in respect of tutorial appointments in the Educational Institutions.

Class IV:- For all other appointments carrying a pay of less than Rs.25/- per mensem - a pass in the Lower Secondary or Middle School examination or a certificate of having studied in the V Form of a recognised High School.

N o t e :- In the case of Urdu (Primary) Schools, a pass with Urdu as the Second Language in the Urdu Lower Secondary or Middle School examination will be the minimum qualification.

6. In lieu of the qualifications prescribed in Rule 5, the following shall be the minimum qualification for typists and steno-typists.

(i) For Typists:- A pass in the S.S.T.C. and Typewriting (Senior) or other equivalent examinations.

(ii) For Steno-Typists:-

(a) on a pay below Rs.50 per mensem - A pass in the S.S.T.C. Type-writing (Senior) or Shorthand (Junior) or other equivalent examinations.

(b) on a pay of Rs.50 per mensem and above - A pass in the S.S.T.C. Type-writing (Senior) Shorthand (Senior) or other equivalent examinations.

Explanations to Rule 5 and 6.

Pay in the case of posts carrying progressive scales of pay, shall be understood to mean the average pay as calculated for financial purposes.

7. Departmental Tests.

In addition to the general educational qualifications mentioned above, - candidates for appointments may be required to pass such departmental tests as may be prescribed by Government from time to time.

In such cases, candidates possessing the general educational qualifications - prescribed for the appointment may be - entertained on probation, subject to their being confirmed in their posts on passing the prescribed departmental test or tests within a period of two years.

8. Where qualifications are prescribed for selection for admission to the service in any capacity, no person who on the date of issue of these rules is already officiating or is temporarily employed in such - capacity shall be admitted as a member of the service in such capacity unless and until he has proved his possession of these qualifications.

9. After the date of issue of these rules, no member of the service shall be transferred or promoted to any post higher than that he is holding substantively,

prescribed for such post.

Provided that nothing herein - contained shall be deemed to prevent a member of the service from drawing increments of pay in a graded post which he is substantively holding on the date these rules come into force.

Provided also that Government may grant exemption to a member of the service permitting him to rise to a specified pay or stage of pay, notwithstanding the fact of his not possessing the prescribed qualifications for the same.

Recommendations for exemption from passing the Departmental examinations in respect of any specific appointments may be made to Government through the Central Recruitment Board in the case of officials of longstanding who have acquired by wide experience, a thorough knowledge of the Codes and Rules pertaining to the Department in which they serve and who are unable, on account of age or other sufficient cause, to pass the Departmental tests prescribed for promotion to higher posts, provided they have put in not less than 15 years' service and are not less than 45 years of age. ~~The~~ Exemption should be given only in respect of specific appointments and no general exemption from passing Departmental examinations will be granted to any - official.

(There will be no exemption for a recruit from possessing the requisite ~~educational~~ minimum edn. qualn.)
Recruitment is all right

Recommendations for exemptions should be submitted in the first instance to the Head of the Department concerned, who will submit the same for the orders of Government through the Central Recruitment Board, with his opinion.

10. A person may be appointed to any post,

(i) by transfer or promotion from any other post held by a member of the service and

(ii) by direct recruitment.

11. Candidates for admission to the service by direct recruitment shall be selected only after consultation with the Central Recruitment Board in the manner hereinafter described.

12. Officers in charge of the Units (Vide Appendix) shall furnish the Central Recruitment Board in the month of April every year, a list of vacancies likely to occur in their respective units during the following official year, and explaining which and how many of such vacancies it is proposed to fill up by promotion and direct recruitment, respectively.

All vacancies in class IV and a certain proportion in the classes I, II and III shall be set apart for direct recruitment, having, in the latter case, due regard to the number of persons already serving in the unit in the lower grades and eligible for promotion.

13. On a consideration of the forecasts of recruitment received from the Unit Officers, the Central Recruitment Board will prepare a consolidated programme of recruitments for the following official year.

14. The Central Recruitment Board shall call for applications from candidates for admission to the service for vacancies that may arise during the year and shall make a selection from such candidates to the number required, keeping a sufficient margin to meet unforeseen demands for personnel.

15. Lists of approved candidates shall be prepared separately in respect of the following classes of appointments;-

i. Clerks, Accountants, Store-keepers, Record-keepers and other similar appointments.

ii. Steno-Typists and Typists.

iii. Revenue Inspectors.

iv. Agricultural Inspectors, Fieldmen.

v. Veterinary Inspectors.

vi. Tutorial staff of the University below the grade of an Assistant Professor, and of the Education Department.

vii. Sub-Overseers, Draftsman of the P.W.D. and Municipalities.

viii. Excise Assistant Inspectors.
ix. Inspectors of Co-operative Societies.
x. Foresters and Rangers of the Forest Department.

N o t e :- Vacancies in subordinate services other than those specified above shall be reported as they arise to the Central Recruitment Board which will advertise such vacancies and forward the applications of eligible candidates to the

the appointing officer for disposal with suitable instructions.

16. Each of the lists specified in Rule 15 shall be prepared in two parts viz., Part (A) containing the selected names of the best qualified candidates irrespective of their caste or community and Part (B) - containing the names of all selected candidates other than Brahmins.

In each list and in each part of a list, the names shall be entered in the order of preference as determined by the Central Recruitment Board. In preparing the lists the C.R.B. will have one eye on the principle providing for adequate representation of backward classes in the public services. It is open to the Central Recruitment Board to assign to an eligible candidate of the Depressed classes or other specially Backward classes, a higher place than he would be entitled to, if his educational qualifications were alone taken into - consideration.

How to fix the order of merit, among persons of equal qualifications (e.g., B.A., S.S.L.C's etc) the CRB will have the full discretion in fixing the order. The functions of a Staff Selection Board come in here.)

17. Alterations may be made, as occasion arises, in the lists of eligible candidates by the Central Recruitment Board but the lists shall be completely revised once a year after calling for fresh applications.

18. The lists, on approval by Government shall be published in the Mysore Gazette.

19. Each of the eligible candidate shall be provisionally assigned to one or if the Central Recruitment Board deems fit, to more than one unit.

(24)

20. As vacancies occur in each unit, - candidates shall be appointed ~~to the service~~ against ~~any~~ which they are entered in the list of candidates assigned to the unit in the following order :-

(i) One from part (A) General list.
(ii) -do- (B) Special list.
(iii) " (C) -do-
(iv) " (B) " and the next candidate for appointment the order is taken

The appointing officer should duly verify, if necessary by examining the - certificates, the educational qualifications of the candidate selected before he is - actually appointed to a post.

21. As soon as the selected candidate is taken on duty, a service register should be opened for him and maintained in the unit office.

22. A probationer may act in any - permanent or temporary post in the service for which he is qualified.

23. When a candidate, owing to the cessation of the vacancy in which he is acting, is employed in any subsequent acting or - temporary appointment (as provided in rule 22 above) for which he is eligible, every such acting or temporary appointment shall be reported by the Unit Officer forthwith to the Central Recruitment Board.

24. If a Unit Officer finds that the number of probationers assigned to his unit is excessive or insufficient, he shall report the matter to the Central Recruitment Board for necessary adjustments being made.

25. A candidate selected for admission to a subordinate service shall from the date on which he joins duty as such be on probation for a period of two years.

26. At any time before the end of the prescribed period of probation, the appointment of the selected candidate may be - terminated at the discretion of the Unit Officer and the candidate's services shall then be dispensed with or he shall be - reverted to his permanent post as the case may be.

27. If, at the end of the prescribed period of probation, the Unit Officer does not consider the probationer suitable for appointment to the service, he shall by order dispense with his services or revert him to his permanent post as the case may be. In such cases the Unit Officer should make a report to the Central Recruitment Board - giving full reasons for the step taken by him.

28. An appeal shall lie against an order of termination of the services of the - official by the Unit Officer to the Government within one month of its communication to the official.

29. If no such order is issued by the Unit Officer within three months after the expiry of a probationary period under rules 25, the official shall be deemed to have completed his period of probation satisfactorily.

30. Appointment to the service.

The selected candidate after the successful completion of the period of probation shall be appointed a member of the service at the first opportunity and may, if a vacancy in the service existed, be appointed with retrospective effect, provided that no probationer shall be appointed to the service before any other probationer for appointment to the same service who completed his probation satisfactorily at an earlier date.

31. Seniority:- A member of a service shall take rank in any grade of the service according to the date on which he is substantively appointed to such grade.

32. Promotion:- Promotion from one grade to a higher grade shall be for merit and no member of a service shall be entitled to claim such promotion on the ground of seniority alone.

33. Transfer:- A member of a subordinate service shall be liable to transfer to any part of the Mysore State.

34. Appointments in contravention of Rules

Appointments made in contravention of rules of recruitment shall be liable to be vetoed by Government. Orders of Government vetoing appointments will be communicated to the Officer, to the Head of the Department, the Unit Officer, as well as the Comptroller [illegible] necessary

necessary action . Such orders should be given effect to immediately.

19/4/33

D.O. No. R. enc: one set of draft Rules.

THE CENTRAL RECRUITMENT BOARD

(43)

M. AVANEETHAM, B. A., B. L.,
Secretary, Central Recruitment Board.

PUBLIC OFFICES,

Dated, Bangalore, 12th Dec 1933

Dear Sir, I am desired by the First Member of Council, to send you herewith, the set of draft revised Rules of Recruitment, (under the Consideration of Govt.), & to say, that the Member would be glad to have your views & remarks in the matter. I am, therefore, to request you the favour of your views & remarks in the matter at as early a date as possible.

The set of draft Rules, sent herewith, may kindly be returned, with your reply.

Thanking you,

Yours Sincerely

12/12

(SM)

A. V. Ramanathan, Esq B.A.,
Dir. of I & C in Mysore
B'lore.

(39)

Tels. "INDUSCOM" Codes used—A.B.C., 5th Edn., Bentleys.

GOVERNMENT OF MYSORE.

Department of Industries and Commerce.

D. O. No.

OFFICE OF THE DIRECTOR,

Mr. A. V. Ramanathan, B.A.
Director.

Bangalore, dated....17th December 1933.

Dear Sir,

I send enclosed a note on the revision of the Central Recruitment Board Rules and return the papers received with Mr. Navaneetham's D. O. letter of the 12th Decr. 1933.

I send enclosed also a copy of the Mysore Civil Service Association Journal Vol. VIII No. 2. Pages 15 to 17 of it contain my paper on the revision of the Central Recruitment Board Rules.

In my opinion, the rotation system can work only if the unit officer is held responsible, and instructions are given to him. I am afraid that any attempt to regulate the order of preference or the selection of names in the Central Recruit-ment Board office so as to incorporate these selections in the lists will not work, as personally submitted to you.

I am submitting this direct to save time.

With best respects,

Yours sincerely,

Rajamantrapravina Diwan Bahadur

K. Matthan, Esq., B.A.,

First Member of Council,

BANGALORE

N O T E

Draft Rule 11 — Amend as follows -
"Candidates shall be directly recruited only from the lists furnished annually by the - Central Recruitment Board or from any supple -mental lists sent by it".

Draft Rules 12 and 13 will be unworkable and will cause friction and may be omitted.

Draft Rule 14 — Amend as follows -
"The Central Recruitment Board shall call for applications from candidates for admission to the service, under definite categories, such as Clerks, Accountants, Steno-Typists, Typists Revenue Inspectors, Sub-Overseers, School-Masters etc., and shall, after scrutiny, -- publish the list of candidates approved by - them, in August every year".

Draft Rule 16 — The second paragraph will not be easy to work and may be omitted. Instead of this, an -- instruction to unit officers in regard to rotation or other method of selecting candi-dates of classes inadequately represented may be issued.

Draft Rule 17 — Amend as follows -
"Supplemental lists may be issued whenever necessary in the course of the year; but - fresh revised lists should be issued one a year in August.

Draft Rule 20 — May remain as originally drafted.

Draft Rule 22 — Amend as follows: —
"A candidate once selected and appointed shall be continued in subsequent acting vacancies of his class or lower class

and of his list until he is permanently absorb -ed under Rule 30 or (dispenses with, dismissed) under Rule 27."

Draft Rule 24 — Amend as follows: -

"If a unit Officer finds that there are no - names left in the list furnished to him, in respect of any class, he shall report the - matter to the Central Recruitment Board, who may either call for fresh applications or - transfer names from other lists and issue - supplemental listsfor the purpose."

Draft Rule 25 — May be omitted.

Draft Rule 27 — "Or revert him to his permanent post" may be omitted.

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do so. He did not agree with the argument of Mr. S. Shamanna against the proposal, as such cases were quite exceptional and as, moreover, Mysore students and officials stranded abroad had a right to approach the Trade Commissioner, as the representative of the Mysore Government, for help.

The Chairman thought that if the above suggestion were given effect to, there might be a tendency on the part of some to go there without adequate means. Any arrangement that might be made in this connection should have strict limitations.

4. MR. M. VENKATESAIYENGAR'S PAPER ON "THE RESULTS OF THE LAST CENSUS."*

Mr. N. Rama Rao was of opinion that the figures mentioned in the paper of the population engaged in industries were likely to create an incorrect impression, as they left out of account people who practised an industry as subsidiary to agriculture or trade. The figures given represented only the population which derived its living mainly or solely from industries.

Mr. Venkatesa Iyengar pointed out that the figures related to persons to whom industrial occupations were the main source of income; persons who pursued such occupations as subsidiary occupations were not included in these figures.

Mr. Rama Rao said that one of the ways of relieving unemployment was better distribution of population. He pointed out that whereas in parts of the State people could not get work, there were other parts, the *Malnad*, for instance, where there was plenty of work, but there were no workers. A disparity similar to that in the *Malnad* was sure to result where new irrigation works were constructed. How a better distribution might be brought about was a problem. He spoke of present day agriculture and the possibilities of irrigation under the Irwin Canal, the other projects under consideration and the great development in progress which, he said, were likely to provide occupations. He considered the suggestion made by Mr. Venkatesa Iyengar for providing subsidiary occupations as important and deserving of careful attention. Much of the country was still undeveloped and its development would enable Mysore to support a much larger population.

Mr. M. A. Srinivasan suggested that it would be of much use and interest if statistics could be collected of Mysoreans living in British India and foreign countries, such as, the Malay States, the Straits Settlements and South Africa, so that we might get an idea of the tendencies and extent of migration.

Mr. Venkatesa Iyengar said, in reply, that statistics with regard to Mysoreans living in British India were expected from the respective persons, but not those of persons living in foreign countries.

* This paper could not be published for want of the MS.

Mr. Krishna Rao, quoting an instance, said that the Municipality had no powers to restrict overcrowding in houses or other places. The only radical remedy lay in providing more houses.

Mr. Kesava Iyengar said that sufficient attention should be paid to the uniformity of construction of houses in extensions of cities, such as Bangalore and Mysore, and that proper arrangements should be made for drainage and sanitation. He was of opinion that the whole scheme might be entrusted to private agencies who might raise loans for construction.

The Chairman doubted the possibility of such a scheme.

3. MR. B. T. KESAVA IYENGAR'S PAPER ON "THE FUNCTIONS OF TRADE COMMISSIONERS IN DIFFERENT COUNTRIES."*

Mr M. A. Srinivasan suggested that it would be of very great advantage if the Trade Commissioner for Mysore in London were given powers and charged with the responsibility of advising and looking after the Mysore State Scholars and other Mysore students abroad and helping Mysore officers on study leave by granting them advances in times of need, etc. There were several instances, he said, of Mysore students getting stranded when remittance of scholarships and other dues failed to arrive in time. This would, no doubt, add to the already heavy responsibilities of the Trade Commissioner, but it would greatly mitigate the hardships that our friends abroad suffered. He admitted that it might not be wise to take our students away from the official tutelage of the High Commissioner for India, but he was sure that some way might be found of authorising the Trade Commissioner for Mysore in London to help Mysore students out of the unenviable situation in which they often found themselves on account of belated remittances.

Mr. Kesava Iyengar endorsed the suggestion made by Mr. Srinivasan and said it was deserving of consideration. He added that he himself, while Trade Commissioner, had on many occasions rendered such financial help in anticipation of sanction.

Mr. S. Shamanna said that it was, no doubt, natural to sympathise with cases of distress in a foreign country. Besides Government scholars, persons who financed themselves also found themselves in such a predicament at times. As the High Commissioner was already empowered to afford some assistance in deserving cases, it did not seem necessary to confer any additional powers on our Trade Commissioner for the same object. It would be impossible to prevent entirely such cases, whatever facilities may be provided.

Mr. N. Rama Rao said that instead of leaving it to the Trade Commissioner to render financial help to students on his own responsibility, it was desirable definitely to authorise him to

* This paper could not be published for want of the MS.

Panchayet and at times to the Chairman himself. Then they might be disinclined to certify. So, also, in matters of collection of revenue, it was within their knowledge that the *Panchayet* members often took opposite sides against Government and embarrassed the latter.

Mr. Narayanaswamy Naidu pointed out that there were always two parties in a village and that this partisan spirit very often proved a hindrance to smooth working. All these difficulties had to be overcome.

2. Mr. P. H. Krishna Rao's paper on the "Housing Problem in Bangalore City.

The Dewan Saheb remarked when the paper was read the previous day that the question was of practical importance to the City of Bangalore.

When it was taken up for discussion the next day, *Mr. Ramanathan* said it was more a question of Municipal finance. He recalled that there was an idea some time ago to levy a betterment rate and surcharge on transfers of property within the Bangalore City. These were general items of Municipal revenue which were rapidly gaining in importance and popularity.

Mr. Krishna Rao said that whether the sites were sold at upset prices or in auctions, the betterment rate was supposed to be and, in fact was, generally realised.

The Chairman, Mr. K. Matthan, remarked that the question of the levy of a betterment rate had a wider meaning. It applied to the "gullies" where improvements were necessary. He thought there was no provision in the existing regulation to levy a betterment rate. It required legislation.

With regard to surcharge, *Mr. Krishna Rao* said that there was the Municipal Forecast Committee in sitting and that that Committee would take this question also into consideration before making a report.

Mr. N. Madhava Rao asked if it would not be worth while adopting the system followed in Mysore, where houses after construction (complete in every way) were sold, not on the hire-purchase system, but on the cash system. This attracted a large number of people in Mysore.

Mr. Krishna Rao explained that the cost of building a house according to his proposal would go up to Rs. 1,000. These houses after construction would be sold on the hire-purchase system, preference being shown to those who would purchase them outright.

In this connection, *Mr. Narayanaswamy Naidu* drew attention to the great overcrowding now prevailing, ten to fifteen families sometimes living in the same house.

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* Published in Vol VIII, No. 1.

DISCUSSIONS ON THE PAPERS READ AT THE MEETING OF THE 19TH—20TH MARCH, 1932.

1. MR. A. V. RAMANATHAN'S PAPER ON "VILLAGE PANCHAYETS.

Mr. B. T. Kesava Iyengar said that Mr. Ramanathan's paper contained very valuable suggestions and important facts. The points upon which his attention was particularly centred were those relating to the collection of arrears and the utilization of surplus balances. As regards collection of arrears, it was seen from time to time that although the collection was a little more than the annual demand for a particular area, the accumulated arrears were beyond all proportion. So, it was much better that this problem was considered in a thorough-going manner. He was inclined to think that the only way open would be to go about wiping off all arrears beyond a certain limit, say, arrears of three years or more. He considered it would be much better if the arrears were reduced to a manageable proportion rather than allow them to remain on record—a subject for comments and observations year after year.

As regards the utilization of surplus balances, he said he did not see any disadvantage in allowing the *Panchayets* to keep a substantial amount as surplus balance collected. It might be utilized on some work such as would serve some useful purpose.

He entirely agreed with Mr. Ramanathan when he said that the Village Panchayets might be entrusted with additional duties and said that the additional duties mentioned by Mr. Ramanathan would be useful and his suggestion deserved to be accepted.

In connection with the collection of arrears, *Mr. P. H. Krishna Rao* suggested that the method of collection in vogue for some time in Mysore might be adopted, *viz.*, that the arrears should be paid in the shape of labour.

Mr. N. Madhava Rao wished to know whether it was proposed to make use of the Village Panchayets as a sort of advisory agency in petty matters of revenue administration and questioned whether they would have sufficient interest to carry out the duties proposed to be entrusted to them.

Mr. Ramanathan replied that what he wanted was that in all matters of dispute in a village, instead of merely registering the actions of the subordinates, such as Amildars and Revenue Inspectors, who submit *mahazars* whose veracity was very often contested in courts of appeal, it would be better that the Village Panchayet itself passed a resolution at a meeting which could not be contested. He personally felt that it was all possible with a certain amount of planning.

Mr. Krishna Rao said that in many cases the notices to be served and the sales to be held related to the members of the

Published in Vol. VIII, No. 1.

The Kolar Gold Field Sanitary Board—Service Head Expenditure.

Year	Public Works	Administration Collection and Pension	Conservancy and Sanitation	Plague, cholera and other epidemics	Medical relief	Vaccination	Child Welfare Centre	Veterinary	Lighting	Cattle Pound	Market and Slaughter House	Water supply	Miscellaneous	Repayment of Loan	Total
1899-00	...	408	1,149	...	...	...	...	...	...	...	...	...	...	...	1,557
1900-01	777	784	6,657	...	...	...	...	...	294	23	...	...	523	...	9,058
1901-02	29,763	1,200	7,350	815	...	...	...	...	658	101	...	...	313	...	39,695
1902-03	23,774	1,272	8,966	...	...	...	...	...	1,097	132	...	...	955	2,800	38,996
1903-04	45,457	1,808	12,529	612	...	...	...	...	1,812	245	...	...	1,415	2,800	66,678
1904-05	26,842	1,951	13,088	450	...	...	...	...	1,170	219	...	...	9,665	2,800	56,180
1905-06	26,163	1,761	15,865	1,907	...	...	...	...	1,730	147	1,691	...	41	2,528	53,993
1906-07	13,455	2,187	15,123	1,202	...	44	...	...	1,406	129	3,084	...	856	2,800	40,286
1907-08	44,347	2,219	21,397	1,805	...	960	...	...	1,738	202	2,303	...	4,299	2,354	80,524
1908-09	27,944	2,443	22,154	2,658	...	328	...	...	1,808	259	8,555	...	3,660	2,500	67,529
1909-10	21,663	2,332	23,958	1,862	...	352	...	...	2,128	370	4,314	...	2,425	2,185	61,589
1910-11	16,268	2,169	27,118	2,801	...	216	...	...	2,007	347	4,398	...	742	2,500	58,566
1911-12	33,872	3,789	27,053	1,816	754	486	...	...	2,004	393	4,528	...	1,322	...	74,967
1912-13	17,393	3,924	26,762	4,258	9,815	...	...	...	2,116	518	4,707	...	6,202	...	75,090
1913-14	20,618	4,281	26,098	3,233	1,633	329	...	...	2,973	494	4,272	...	2,691	...	66,622
1914-15	21,696	4,132	27,109	5,982	7,636	343	...	...	3,155	669	4,178	1,763	270	...	76,933
1915-16	41,079	4,955	27,017	5,836	6,784	841	...	...	1,834	569	8,999	...	2,085	...	94,499
1916-17	25,749	4,200	29,692	7,075	5,191	393	...	...	1,567	647	4,578	7,381	2,530	...	89,003
1917-18	18,901	4,622	29,625	5,898	4,675	174	...	...	1,730	849	4,910	785	2,978	...	75,097
1918-19	21,895	5,323	30,495	11,845	5,470	408	...	...	2,753	1,220	5,004	6,104	3,559	...	93,569
1919-20	24,868	4,975	32,066	11,918	5,218	372	...	...	3,620	722	5,740	...	10,185	...	99,884
1920 21	14,106	7,485	36,205	7,139	6,034	312	...	...	2,928	513	5,296	...	4,755	...	84,673
1921-22	8,976	8,399	37,110	6,508	5,909	801	...	...	3,205	624	6,328	33,361	5,013	...	116,234
1922-23	7,613	8,931	36,505	7,498	6,182	918	...	...	3,571	756	5,985	13,345	5,541	...	96,795
1923-24	12,530	7,365	36,647	7,269	7,116	1,789	...	...	3,973	734	4,867	15,089	5,087	...	102,416
1924-25	8,118	7,359	36,641	7,962	8,101	1,651	1,053	...	4,569	697	4,969	11,941	4,868	...	97,929
1925-26	6,991	7,240	35,809	5,066	8,645	1,332	1,351	...	4,720	583	4,273	14,690	4,328	...	94,528
1926-27	6,779	6,469	35,343	4,573	3,228	801	1,399	459	5,105	602	4,786	10,383	3,700	...	83,627
1927-28	3,972	6,429	33,326	4,713	6,765	1,023	1,729	822	5,205	529	5,562	14,141	5,678	...	89,894
1928-29	4,506	7,130	31,639	5,995	7,310	1,718	1,916	1,466	5,219	627	5,491	20,578	5,140	...	98,735
1929-30	9,333	9,873	31,203	4,646	6,741	2,207	1,762	964	5,308	515	5,436	23,025	4,939	...	105,952
1930-31	5,139	9,044	30,645	591	6,490	1,185	1,620	974	6,995	557	3,313	18,306	4,561	...	89,820
1931-32	5,864	8,029	30,256	1,900	6,005	1,823	1,575	1,015	4,769	550	3,633	20,759	3,089	...	89,257

The Kolar Gold Field Sanitary Board—Service Head Receipts.

Year	Local Cesses	Assessed Taxes	Cattle Pounds	License Fees	Market collections	Slaughter House fee	Rents from cooly colonies	Miscellaneous	Contributions	Interest on Investments	Total
1899-00 ...	1,518	4,574	185	...	...	700	...	42	...	...	7,019
1900-01 ...	1,791	10,753	256	32	...	5,917	...	261	...	...	19,010
1901-02 ...	1,721	10,803	474	529	6,840	6,633	643	156	29	...	27,328
1902-03 ...	...	...	...	...	...	...	...	...	...	...	...
1903-04 ...	1,146	8,867	1,029	591	27,569	10,212	8,418	219	1,000	...	58,964
1904-05 ...	540	11,320	737	465	29,405	10,760	5,736	27	...	...	59,980
1905-06 ...	1,386	8,346	743	482	28,156	10,012	12,285	928	...	...	62,338
1906-07 ...	1,276	10,743	561	430	30,633	10,888	10,064	1,758	...	...	66,353
1907-08 ...	1,309	14,923	656	401	31,002	7,850	9,259	1,462	...	...	66,362
1908-09 ...	925	9,922	806	552	30,646	11,481	10,628	1,979	...	...	66,889
1909-10 ...	1,809	14,744	699	550	29,749	10,871	10,841	3,160	...	...	71,917
1910-11 ...	1,281	14,020	641	566	27,238	9,295	6,915	8,172	...	...	68,123
1911-12 ...	1,481	12,491	808	1,652	31,706	9,134	9,894	4,659	10,000	...	81,773
1912-13 ...	1,883	12,185	1,120	1,748	31,269	9,060	10,981	5,576	...	...	73,222
1913-14 ...	1,574	11,848	1,091	1,651	34,092	8,744	9,647	5,557	...	...	74,174
1914-15 ...	1,673	10,072	1,471	2,280	35,560	8,974	8,787	6,698	162	...	74,972
1915-16 ...	1,777	14,780	1,286	2,682	3,592	9,483	9,310	7,902	...	...	82,995
1916-17 ...	1,813	11,895	1,415	2,273	32,216	9,625	8,653	8,992	77	...	76,999
1917-18 ...	1,749	14,742	2,055	2,528	31,168	9,183	9,022	9,142	331	468	80,388
1918-19 ...	1,608	10,895	2,667	2,646	29,198	9,875	7,272	10,659	15,987	505	91,146
1919-20 ...	2,112	10,871	1,533	2,219	29,409	11,351	9,891	8,422	47	1,380	76,735
1920-21 ...	1,574	8,213	1,265	2,972	35,038	9,867	8,157	9,145	23,997	594	100,822
1921-22 ...	25,459	12,248	1,331	2,743	40,610	9,298	9,316	4,736	16	1,318	107,075
1922-23 ...	16,048	13,456	1,817	3,245	38,008	9,001	8,499	8,736	3,023	1,479	103,312
1923-24 ...	11,064	12,665	1,525	2,893	32,880	10,167	9,143	7,375	353	1,815	89,880
1924-25 ...	13,472	13,028	1,384	3,498	30,672	9,550	8,265	7,823	110	2,210	89,962
1925-26 ...	11,219	19,406	1,055	2,784	29,402	8,565	8,457	9,577	...	1,598	92,058
1926-27 ...	14,343	11,716	1,375	2,648	29,572	7,688	8,162	6,492	150	1,971	83,517
1927-28 ...	11,179	14,883	1,248	2,759	30,567	8,090	8,436	6,918	300	1,949	85,229
1928-29 ...	10,806	14,608	1,411	3,314	30,958	7,689	8,152	11,274	450	1,203	89,925
1929-30 ...	12,846	17,113	1,155	3,219	29,608	7,760	7,645	13,415	10,270	2,395	105,466
1930-31 ...	12,634	18,023	1,245	3,531	31,070	7,641	7,885	8,848	11,726	458	102,661
1931-32 ...	12,018	17,875	1,292	3,860	33,700	9,350	8,351	6,144	9,628	849	102,467

Education cess wrongly credited Rs. 3,000.

in the area, not only within the next ten years, but within the next five years, if necessary. Similarly, the Sanitary Board, being, as it is, a compact unit of administration with some years of valuable public health experience behind it, admits of experiments in public and rural health measures, which may be of great value in dealing with similar problems elsewhere where the control in matters of sanitation and public health is not susceptible of such strict enforcement.

9. The future of the Sanitary Board is necessarily linked up with the progress and prospects of the mining industry on the Field. The Board has grown, adapting itself to the varying needs from time to time, and has worked exceedingly well in spite of a certain amount of conflict or overlapping of jurisdictions at certain periods. This argues a great deal for the spirit of robust good sense and fairness in which it has been worked from the very beginning. In the short space of the thirty and odd years in which the Board has been in existence, it has been able to set up a tradition of wonderful good work and service of which any local body may well be proud.

ded in the mining area or in Robertsonpet or Andersonpet. It may be expected that these areas may be excluded from the operation of the Village Panchayet Regulation and come under the direct administration of the Board in a very short time. But it opens up another chapter of the Board's activities and raises problems of great practical interest.

8. It will be seen from the above brief sketch that the Sanitary Board, which was first constituted, primarily, with the object of providing a greater measure of health protection to the mining area, has been growing and developing, and adding on to its functions till now; it embraces most aspects of Municipal and Local Self-Government. There are questions of considerable importance yet ahead which the Board will have to tackle before long. For instance, the taking over of certain areas under the direct administration of the Board, which question is now in the stage of final consideration before sanction and to which I referred just now, will add decidedly to the responsibilities of the Board, among other things, in providing an improved system of drainage and sanitation, securing filtered water supply and electric lights. Simultaneously with this would be the possible enhancement of taxes to accord better with actual local conditions and needs. The exact method of application of the revised scale of taxation at the commencement would require a certain amount of insight and delicate handling. There is, again, the question of rural construction work in the villages in the Board's area. I think, with the staff at its command and the initiative for self-help which ought to be instilled into the *panchayets*, the Board would be eminently fitted so to guide and improve the villages, not merely in the matter of general health and sanitation, but in all other directions, so as to serve as models and examples of what could be achieved elsewhere. The improvement of communications in the interior is another question of importance. The Board have now under their consideration a scheme for opening a road about four miles in length from the Balaghat-Marikuppam Road at the south-east corner of the mining area, and linking it with the Kuppam Road just across our State frontier. The distance between Kuppam and Robertsonpet would be less than halved by the opening of this road, and I feel certain that it would increase the volume of traffic and commerce and bring added prosperity to Andersonpet and Robertsonpet as well as to the Sanitary Board. There is, again, scope for work of the Board as the Local Education Authority. With the substantial nucleus of an Elementary Education Fund with which the Board expect to start—and which the Kolar District Board are now, in a manner, holding in trust for them—and the expected normal realisations under Education Cess and the grants due from Government under the Elementary Education Regulation, the Board would be amply in funds to be able to afford a very substantial increase in the facilities for primary education

Board towards medical relief alone—on the Maternity Hospital, the Epidemic Diseases Hospital and the General Dispensary at Champion Reef—amounted to over Rs. 12,000 a year. In view of this and the fact that the institutions in question have been affording substantial medical relief to a large section of the population living in the mining area for the past several years, the Mining Board generously agreed in 1930 to contribute to the funds of the Sanitary Board a sum not exceeding Rs. 6,000 per year, towards meeting the anticipated deficit on account of charges towards medical relief each year. Appended is a statement of the receipts and expenditure of the Board every year, classified under main heads, from the commencement up-to-date (1899-1900 to 1931-32). The statement will be found to be of considerable interest.

6. I shall now touch upon some of the problems which have confronted the Board in the administration of their affairs in the recent years. At the time of the introduction of the Mysore Village Panchayet Regulation, II of 1926, the question of the manner in which it would affect the interests of the Sanitary Board and the main purpose for which the Board was constituted was the subject of considerable discussion. For, the Board felt that if the eighty and odd villages in the Board's area were to be administered by the Village Panchayets in matters of sanitation and control of epidemics, as in certain other matters they were empowered to administer, the position would very soon revert to what it was in 1899 when the Board was first constituted. In the Regulation there was provision, under Section 58, for the Sanitary Board to continue to exercise the powers only in respect of the control of epidemics in the area under its control. But the Regulation, while thus defining the powers and responsibilities of the Board and its officers in the matter of the control of epidemics, contained no provision whatever in regard to the financial aspects of the question. Till the introduction of the Village Panchayet Regulation, the *mohatarfa* collected in the villages used to be credited to the Sanitary Board under the authority of the Government Order of 1899. The Village Panchayet Regulation abolished the levy of *mohatarfa* and empowered the Village Panchayets to levy certain compulsory and optional taxes. The result was rather absurd and illogical in practical application, in the case of the Sanitary Board. For, while the Board lost the realisations by way of *mohatarfa* which, till then, used, to some extent at least, to re-imburse the cost of the sanitation of the villages, the Village Panchayet Regulation recognised and emphasised their responsibilities for the general control of epidemics. It is obvious that this responsibility could not be discharged in an adequate manner without continuing to maintain a costly sanitation establishment. This initial difficulty hampered the working of the Village Panchayet Regulation in the Board's area and at last in 1929, after the various aspects of the question

had been fully discussed at special meetings of the Board, under the guidance of the late *Rajamantrapravina* C. S. Balasundaram Iyer, Second Member of Council, and one of the most distinguished Presidents of this Association, a working compromise was reached which was embodied and sanctioned by Government in their order dated the 15th August, 1929. Under this order, the full control in regard to the sanitation in the villages was vested in the Sanitary Board and the Village Panchayets were directed to contribute to the Board one half of the collections of the obligatory taxes levied by them, in consideration of this arrangement.

7. There is still another problem peculiar to the Sanitary Board, in the application of the Village Panchayet Regulation to the different areas under the control or the jurisdiction of the Board. I shall explain what I mean. The mining area, comprising the blocks held on lease from the Government by the different Gold Mining Companies, contains lands which are, strictly speaking, within the taxable jurisdiction of the Village Panchayets concerned. Shops or places of business situated in the mining area are at present paying shop tax to Village Panchayets. The Village Panchayets have no immediate or direct touch with these concerns; nor is the scale of taxation authorised in the case of Village Panchayets in any way suited or adequate to the volume and importance of business transacted there. Again, Robertsonpet and Andersonpet each comprise lands belonging to different villages. While, in the case of Robertsonpet, certain rates of taxation analogous to Municipal rates have been sanctioned under Section 35 (2) (b) of the Mysore Mines Regulation, Andersonpet continues to pay taxes according to the scale of Village Panchayet taxation to the Village Panchayets within whose limits the several houses and shops in that congested locality happen to be situated. But the legal position seems to be about the same in all the areas. In the absence of any provision of law for the exclusion of certain areas from the operation of the Village Panchayet Regulation, they are, strictly speaking, within the taxable jurisdiction of the Village Panchayets as well as of the Sanitary Board. In regard to Oorgaum and one or two other villages, which are almost urban in character, the Board felt that in the interests of the sanitation and the need for giving increased facilities, such as water supply, lighting etc., these areas should be taken over under their direct administration as in the case of Robertsonpet. It is with a view to provide for the exclusion of such areas that the Village Panchayet Regulation, II of 1926, was amended recently (Amended Regulation of 1931). But the unit for exclusion under the amended Regulation is a whole village; there is no provision for excluding only a portion of a village from its operation. The Board have, therefore, recently proposed the exclusion of whole villages, any of whose lands are, to whatever extent,

them in living fowls or ducks by making them eat and recover them later on by cutting them open.

The biggest and most daring theft committed so far was that of a bar of gold valued at Rs. 48,000 in the Champion Reef Assay office in 1905 by substituting a leaden bar and some stones. One of the carpenters deputed to pack the gold bars managed to fill in a leaden bar and stones in one of the packing cases and waited for an opportunity to substitute it for a package containing a gold bar. He was attacked with plague before he got the opportunity, but before he expired he disclosed the secret to his brother, also a carpenter, and asked him to remove the bogus package from its place of concealment. This man took some other carpenters into his confidence and went into the office with thirteen empty boxes and the bogus one. When four or five cases had been packed, the European Officer who was supervising the work went out for a minute or so, during which period the bogus box was put in and the real one thrown among some rubbish and other spare cases close by. While leaving the room the carpenter removed the gold box in the gunny bag in which he carried his tools.

It was taken to the Oorgaum village and after a few days a fitter was engaged to cut the bar into four pieces on the understanding that he should get the gold dust and Rs. 500 from each of the carpenters. The Station Master found that one of the boxes weighed 110 oz. less and refused to book it as gold, but after some discussion with the responsible Officers and also, I understand, on being threatened that he would be reported to the Traffic Manager for failure to book it on flimsy grounds, the poor Station Master booked the whole lot, no one suspecting anything then. A month after, the trick was found out at the other end in London and investigation started. The fitter, who had not received his Rs. 500 from two of the carpenters, took revenge by giving information, as a result of which a quarter of the booty belonging to one of the two was found near Madras buried in a bush and the sale proceeds of another quarter were also seized. In all Rs. 18,000 were recovered and the two carpenters convicted and sentenced to 5 years R. I.

I have already referred to the risks taken by the thieves and in spite of the precautions taken, they have managed to discover or to make secret passages through which they removed the stuff under the very noses of the watchmen. Four years back, two persons were caught coming out of a secret tunnel leading out of a shaft. About fifteen feet down the shaft, which was planked, a plank was loosened and a tunnel burrowed out to a place outside the guarded enclosure. The thieves used to come up the ladder and get out by this passage. When not in use, the plank used to be in its proper position and no one suspected anything, though the exit was hardly ten feet from the Punjabi watchman. There were similar secret passages leading to the Reduction

Works of some mines and after considerable trouble and patient work, the cases were detected.

About one lakh and fifteen thousand rupees worth of property has been recovered by the Detective Department so far.

A word or two regarding the special provisions of Law framed to cope with this gold smuggling may not be out of place in this connection.

The Mysore Mines Regulation, No. IV of 1906, deals with these special provisions which relate to the protection of mining property and sanitation—Mining material which includes not only alluvial gold, gold ores, sponge gold and other forms of unwrought gold, but also dynamite detonators, candles, electric copper wire, brass fittings appertaining to engines, electrical appliances, other manufactured parts of machinery etc., (Section 5 of the Mines Regulation). These cannot be purchased, conveyed or kept without written permission, and unlawful possession of the above is penalized by Sections 6 and 13, which provide for a fine up to Rs. 500 or imprisonment of either description up to one year or both. Mere possession is enough for a conviction. A gold case has little chance of success if all the ingredients of Section 379 I.P.C. have to be proved. The smugglers confound the Police even here.

Many a thief carries the stuff in his hand and with the slightest suspicion throws it away. Many cases have failed as possession could not be proved beyond doubt.

Then, there is Section 17, under which the Special Superintendent of Police can give a notice to any person to quit the area in 24 hours, a power which is considered to be an extraordinary one. Prior to 1914, the Superintendents of Mines had this power, but since then it is exclusively vested in the Superintendent of Police. It is well known that this provision has attracted considerable attention from the public, but the fact is it is sparingly used. The number of notices has been steadily brought down, with the result that there are only 99 notices now current against 353 in 1925, and only 3 notices were issued in the last official year. About fifty per cent of these persons are only partially restricted, i.e., they are ordered to quit only particular mines. There are now no persons who have been sent away from neighbouring villages where they have lands and other property.

There are also provisions relating to the licensing of goldsmiths and the registers they have to maintain (Sections 7, 10 and 11) and hawkers (S 18). Gold used to be smuggled by persons going about in the guise of bottle sellers, *halva* vendors, etc. Applications for these licenses are referred by the court to the Detective Department for enquiry before they are granted and, as far as possible, suspicious characters are not recommended.

A few words are also called for regarding the activities of receivers and exporters of illicit gold. The small quantities of

full-time highly qualified Medical Officer of Health for helping the Board in the administration of the sanitation of the non-mining area in the Board's control. Between 1912 and 1914, the main roads and streets of Robertsonpet were lit with electricity. A Child Welfare Centre was established at Robertsonpet to give ante-natal advice to pregnant mothers and to provide for the supply of pure pasteurised milk for a small number of ill-nourished infants. The Veterinary Dispensary was opened in 1927. The Board was appointed the Local Education Authority under Section 3 of the Elementary Education Regulation with effect from the year 1931, in respect of all the primary educational institutions in the Board's area. These are some of the main directions in which the Board added to its functions and responsibilities from time to time.

4. As regards finance, the Board started with a very modest budget of receipts and expenditure. In their order dated the 3rd November, 1899, the Government were pleased to assign to the Sanitary Board the entire *mohatarfa* that might be collected, as also 76 per cent of the local cess realised on land revenue in the Board's area. With these and a Government loan of Rs. 20,000 the Board started on an era of construction of buildings, formation of roads, etc. As seen from the accounts of the first year of the working of the Board (1899-1900), the chief sources of income were cesses and *mohatarfa* revenue and slaughter-house collections in Oorgaum, and the chief item of expenditure was on conservancy and office establishment. In 1917, the Government directed that 67 per cent of the cess on Excise, Forest and other heads of Revenue, excluding Land Revenue, be credited to the funds of the Sanitary Board. The assuming of new functions naturally led to new activities and increased expenditure. The main items of revenue of the Board at present are the market and slaughter-house collections, building and shop taxes in Robertsonpet and cesses on Land and Excise Revenue and rent from the cooly colonies. The main items of expenditure are general sanitation charges, water supply charges, charges on account of electric lighting and public works and charges for medical relief. From about the year 1922-23, it was felt that while the income of the Board remained stationary, or showed a definite tendency to decline, the expenditure was gradually mounting up. In order to obviate this disparity between the income and the expenditure of the Board, and to stabilise the financial position of the Board, a sub-committee was appointed in 1929, with Mr. C. F. Heathcote as Chairman, to examine the question and submit recommendations for increasing the revenues and reducing the expenditure without sacrificing efficiency.

5. Accepting the recommendations of the Sub-Committee, certain economies were effected by the Board. The position was, however, still not satisfactory. The cost incurred by the Sanitary

the area under the Board's control, was 85,103 according to the census held last year; of this, 50,242 persons were returned from the mining area and 34,861 from the outer area. The Board started its work in November, 1899, with the Special Magistrate, Kolar Gold Field, as the President, the Inspector of Mines and the Government Medical Officer as the other *ex-officio* members, and the Superintendents of the three Mines and the Chief Medical Officer of the Mining Board as the non-official members. In November, 1900, the existing rule was amended to provide for the Deputy Commissioner being the President of the Board, and ever since then the Deputy Commissioner, Kolar District, has been guiding the deliberations of the Board as its President, with the Special Magistrate as its Vice-President. The Board at present consists of 18 members, seven being *ex-officio*, inclusive of the President and the Vice-President, and 11 non-official members. Out of the latter, seven are nominated by the Mining Board, two are elected by the rate-payers of Robertsonpet and one by those of Andersonpet, and the remaining one is nominated by the Government to represent on the Sanitary Board the interests of the rural population living in villages situated in the outer non-mining area under the control of the Board.

3. Within a year or two of the constitution of the Sanitary Board, the settlement to the east of the Oorgaum and the Champion Reef Mines assumed increasing importance. Contractors, merchants, artisans, money-lenders, well-to-do labourers and a host of others who were directly or indirectly depending on the mines for their living or profit, congregated here. This was the genesis of the well laid out and compact town of Robertsonpet. In 1903, our present beloved Sovereign inaugurated the opening of Robertsonpet; and the succeeding years are a happy record of the increasing growth and prosperity of the town. Andersonpet is another urban area which grew up in similar circumstances to the east of the Mysore Mine. From about 1904, for over fifteen years, the Board augmented its sources of revenue and increased its measure of usefulness. Markets and slaughter-houses were built to cater to the varying needs of the public. Filtered water supply from the Bethamangala Reservoir was laid on to Robertsonpet in 1909, the Board bearing a substantial portion of the cost of the distribution scheme. Besides the Epidemic Diseases Hospital, which was organised in the early years of the Board's history for the treatment of the patients suffering from cholera, small-pox, plague, or other infectious or contagious diseases, and for the segregation of such patients and their immediate contacts, the Board opened a Local Fund Dispensary at Champion Reef. The Government Civil Hospital came into existence a few years later, and the Maternity Hospital in 1911. The most important step, however, was taken when, immediately after the organisation of the Public Health Department in the State in 1907, the Board sanctioned the appointment of a

THE KOLAR GOLD FIELD SANITARY BOARD

Its origin and growth ; and some of its main problems.

By Mr. V. Vedavyasacharya.

1. The Kolar Gold Field Sanitary Board presents a fascinating subject for study. With the growth of the Mining Industry on the Field and the consequent increase in the strength of the labour employed, about the last decade of the Nineteenth Century, there arose the need for the special sanitation of the area adjacent to the mining block, as a large section of the labour population began to live in the outlying villages, in small encampments or settlements scattered all over, in congested groups. The Mining Board attended to the sanitation of the mining area proper through their sanitary staff, while the adjoining area did not receive the same attention in this respect. The result was that the prevalence of general insanitary conditions and filth in the bordering cooly settlements and villages was always a source of possible infection and danger to the health and well-being of the community living on the Field. The serious nature of this menace was realised during the cholera epidemic of 1896, and that of the plague two or three years later. The Mysore Village Sanitary Regulation, then in force in the area, was not designed to meet the complex sanitation needs of a growing industrial centre such as the Kolar Gold Field, and could not secure the desired results. Accordingly, the Mysore Mines Regulation, III of 1897, provided, among other things, for the constitution of a Local Board for the purpose of carrying out the rules for the special sanitation of any notified local area within which mining operations might be carried on. These rules for the special sanitation of the area were issued by the Government on the 4th September, 1899, under Sections 24 and 25 of the said Regulation. The present bye-laws in force in the Sanitary Board area are under sections 34 and 35 of the Mysore Mines Regulation, IV of 1906.

2. This local area over which the Board has jurisdiction is approximately thirty square miles in extent and comprises the mining area in the centre and the outer non-mining area surrounding it, as a buffer or protection, on all sides. The sanitation of the outer area is administered by the Board through the Medical Officer of Health, and that of the mining area, through the Chief Medical and Sanitary Officer of the Mining Board. The non-mining area includes localities, such as Robertsonpet and Andersonpet, which are purely urban in character and suburban villages and villages in the interior which are purely agricultural in character. The population of the "Kolar Gold Field City," *i.e.*,

amalgam, gold sand, etc., removed by individual coolies are either reduced to sponge gold by themselves or by petty receivers who are generally women. These women collect the stuff and sell it to bigger receivers who export it to outsiders. These women are generally very cautious. There have been cases in which the stuff was burnt outside the huts with cowdung cakes so that no one could be held responsible for it. The bigger receivers rarely touch the stuff. It is carried in bundles which usually contain particulars of weight and price and the big receiver manages to pass it on to his customer. These bigger receivers purchase gold at about Rs. 16 per tola and sell it at about Rs. 22 to 24, making a profit of Rs. 6 to 8 per tola. This is only a very modest estimate and a profit of fifty per cent is not rare. This explains the attraction of the trade and the risks taken. There is some honour among these thieves generally and business is done on trust—sometimes money is lost by one of the parties betraying the other or being cheated by brass being substituted, but, generally, business runs on smoothly.

There have been many cases in which persons who have lost hundreds of rupees by being cheated have kept quiet for obvious reasons. It need hardly be said that informants cannot be had easily as they run serious risk to themselves and special care is always required in handling gold cases, not to speak of liberal rewards and personal assurances by the highest officer on the spot.

and picked up later on. Rich quartz is sometimes brought in skips and by previous arrangement with the person on duty at the top, the particular quartz which is marked or tied in a bundle is thrown out and recovered later on.

Theft of amalgam from the mills is also resorted to and is mostly committed by dishonest European and Anglo-Indian mill men. Fortunately for the companies, their number is small. They are not searched and they can remove it in large quantities if they like. Many devices have been adopted by the companies from time to time to prevent this, one of which is to have the workers in the mill watched by persons who are stationed in wooden guard cabinets above and who cannot be seen by the workmen below. While on the subject of amalgam, it would be interesting to note that the most common method of theft of gold by the coolies is to take mercury while going down, pound rich quartz in some unfrequented place underground, prepare the amalgam and bring it in their anus, well wrapped in cloth and greased. Generally, one of the gang betrays them to the Detective Department or the Watch Establishment, whereupon they are caught at the shaft top, taken to the hospital or the Police Station, according to circumstances, and the stuff got out. I have heard of women carrying stuff in unexpected places, and I have come across an instance in which a grown-up woman concealed a valuable ring in that manner and puzzled the police who went in search of the ring. It was eventually recovered and the culprit convicted, but the ring had to come out of a box during the mahazar! I am tempted to refer to one or two very ingenious methods adopted to steal amalgam, but I have to restrain myself as these cases are being worked up by the Detective Department.

Gold sand is also stolen. It has been found to have been removed from the Mill, Tube Mill and the Reduction Works, and many have been the ways in which the thieves have gained access to the spots where the stuff is available and great risks are taken to get at the spots. Some years ago, a cooly is said to have crawled up a narrow passage, knowing that slime would not be let in there that day, but as ill luck would have it, the original arrangement was changed by the authorities at the last moment and the slime let in by the passage in which the man was. The passage was subsequently opened up to remove the obstruction that was blocking the passage and what they found was a corpse.

About Rs. 1,000 worth of gold was once sent by post to Madras from Bowringpet. The case was detected and gold valued at Rs. 2,240 was found mixed up in cowdung cakes. The stuff has been several times carried in Jatkas and other vehicles, but, in many cases, the offence could not be brought home to the carriers. Sponge gold has been carried in food several times, but a very ingenious method was to put it in small ragi balls, stuff

and Sons in 1902 and the formation of the Detective Department in 1900, paid for by the Companies and worked by the Police Department. The Detective Department is a small force consisting now of an Inspector, a Sub-Inspector, a Head-Constable 4 Sergeants, 4 Constables and some informants. The work is of a very delicate and confidential nature and the Department has justified its existence not only by the actual work turned out, but also by the moral fear that it has created among all classes.

A bold experiment was made when the Watch Establishment decided to have Punjabi watchmen to guard all important places where gold could be got at and to search workers while coming out. There was some trouble in 1908 between these Punjabies and the Madrasis, but since then the scheme has been working satisfactorily.

There are now 298 Punjabies on the Watch Establishment as against 330 Madrasis, and as they have no interests or associations with the labour employed, they are generally considered to be more reliable. These Punjabi watchmen are not allowed to live with their families here, probably in order to minimize temptation.

In the earlier days, workings for gold were going on at higher levels where rich ore could be had generally, while the preventive methods were meagre, with the result that the smugglers had a very fine and easy time of it. Till 1902 the search made of the workmen on coming out was little or nothing. All this meant a lot of smuggling and stories are often heard of contractors and smugglers rolling in wealth, and I have heard it said on reliable authority that workmen used openly to take sponge gold balls to toddy shops and other places and get money and things. It need not be said that they got far less than the actual value of the stuff they sold. Whatever it might have been then, there is no doubt that gold smuggling has gone down progressively since, and the reason for it must be found in the difficulties and handicaps the smugglers have to contend with nowadays. They have not only to negotiate more distances and depths underground, but also to escape the vigilance of the Detective Department, the Watch Establishment and the Regular Police. This does not, however, mean that there is no smuggling at all now; but it can be safely said that it is considerably less than it used to be, though, perhaps, it has slightly increased in recent months consequent on the increase in the price of gold.

The stuff is stolen in various stages and in several ways, some of which are very ingenious. To begin with, quartz is stolen from trucks, both underground and above, and somehow smuggled, notwithstanding the Punjabies, who are occasionally outwitted by clever workmen. After coming up the shafts, quartz is sorted and reduced into smaller sizes at the picking floor on its way to the mill and thefts at this place are very common. Quartz pieces are usually taken in tiffin carriers, underclothing or thrown out

SOME ASPECTS OF GOLD SMUGGLING ON THE KOLÁR GOLD FIELD.

By Mr. S. Narayana Rao.

Mr. President and Gentlemen,

I have successfully evaded the several distinguished Secretaries of our Association all these ten or twelve years, but this time all the excuses that could be exploited were of no avail with my Deputy Commissioner and hence I venture to stand before you with this paper. The reorganization of my Department is in capable and safe hands and is going on, and it would be out of place to air my views on subjects pertaining to it. A discourse on current topics and cases pertaining to my work would also be imprudent, for obvious reasons. I have, therefore, jotted down a few harmless facts relating to gold smuggling, a special feature of this place, with the hope that they will not be found uninteresting.

The history of the production of gold on this Field will probably be told by more competent persons, but as my subject, *viz.*, smuggling, has always been allied with the production of that material, I may, perhaps, refer briefly to it.

There is clear evidence to show that the people who inhabited this area, long before the coming into existence of the present gold mines, knew that there was gold to be obtained here; and if I am not mistaken, crude shafts, about 100 feet in depth, were found here and there when prospecting on modern lines was commenced in this area. Further, the names of the villages close to this spot, such as Oorgaum—said to be derived from the Tamil word *Uragardi*, which means the process of burning or reducing—Swarnakuppam and Kamadenahalli, indicate their association with the precious metal.

In those old times, people seem to have found gold by washing in the streams etc., and no one seems to have interfered with them. It is only when gold mines came into existence, with certain exclusive rights, that the removal of gold became objectionable and attempts were made both by the mining companies and the Government to prevent thefts of gold. As days passed, it became more and more difficult to steal and smuggle gold, with the result that thieves became more and more ingenious in their methods. The Companies and the Government had also to improve their organization for coping with such activities.

Among the various attempts so made to tackle the problem of smuggling, only two may be mentioned here, *viz.*, the organization of the Watch Establishment by Messrs John Taylor

(viii) If a graduate is appointed, he may be started on an intermediate pay on the grade of 25-40, but he shall not acquire seniority merely on the ground of pay.

(ix) A recruit once selected may be kept on in temporary vacancies until permanent absorption. Particulars of every recruit permanently absorbed shall be reported to the Deputy Commissioner, but no Brahmin candidate may be appointed permanently by any officer without the sanction of the Deputy Commissioner, who shall not accord sanction until three backward class candidates have been consecutively appointed to permanent posts in his District previous to the appointment of any Brahmin candidate.

(x) All promotions to posts above Rs. 40 shall be on the ground of seniority and merit, but no one's claims shall be overlooked except for reasons recorded in writing and communicated to him. Such official shall have the right of appeal as in Rule (iv).

(xi) The Central Recruitment Board shall invite applications every year in the month of July of all candidates desiring to enter Government service and seeking employment, and shall after such scrutiny of applications and interviewing of candidates in individual cases as they deem fit, issue a list of available candidates for use by appointing officers in making arrangements.

(xii) The Deputy Commissioner shall maintain a continuous register of new recruits employed in his District and another continuous register of such recruits absorbed in permanent vacancies. The annual gradation list or establishment schedule of each Taluk and Sub-Division Office shall be scrutinised with reference to these two registers and all irregular appointments of Brahmin candidates disclosed by such scrutiny shall be summarily cancelled.

Without going into further details, and using the Revenue Department offices as an illustration, I would suggest the following set of rules to restore authority, ensure discipline and promote efficiency, without in any way interfering with the policy underlying the rules, namely, to secure an increased representation of the backward classes in the Government service :—

(i) The Amildar must have power to appoint, punish and dismiss the staff under him, except the Taluk Sheristedar, the Head Clerk and the Revenue Inspectors. The Amildar should have all powers, except those of appointment, dismissal or suspension in respect of the Head Clerk and the Revenue Inspectors.

(ii) The Sub-Division Officer must have power to appoint, punish and dismiss the staff under him, except the Taluk Sheristedar, the Sub-Division Office Head Clerk and the Revenue Inspectors. He should have all powers except those of appointment and dismissal in respect of the Sub-Division Office Head Clerk and the Revenue Inspectors.

(iii) The Deputy Commissioner must have power to appoint, punish and dismiss the entire non-gazetted staff under him.

(iv) Every officer aggrieved by an order of punishment or promotion shall have the right of appeal to the officer immediately superior to the one who passed the order in question. The order in appeal should be final. There shall be no second appeal.

(v) The Amildar must appoint candidates of the backward classes in every vacancy occurring on his establishment, selecting the best available candidate possessing at least the S.S.L.C. qualification. Particulars of every new recruit appointed shall be reported to the Deputy Commissioner. He shall not appoint any Brahmin candidate except with the sanction of the Deputy Commissioner, who shall not accord sanction for the appointment of a Brahmin oftener than one in four new recruits in his District.

(vi) The Sub-Division Officer must appoint candidates of the backward classes in every vacancy on his office establishment, selecting the best available candidate possessing at least the Intermediate qualification. Particulars of every new recruit appointed shall be reported to the Deputy Commissioner. He shall not appoint any Brahmin candidate except with the sanction of the Deputy Commissioner, who shall not accord sanction for the appointment of any Brahmin candidate oftener than one in four new recruits in his District.

(vii) The Deputy Commissioner must appoint candidates of the backward classes in every vacancy on his office establishment and among Revenue Inspectors possessing at least the Intermediate qualification. He may appoint a Brahmin candidate after consecutively appointing three backward class candidates in his District.

RULES OF RECRUITMENT.

By Mr. A. V. Ramanathan.

The present rules are unduly complicated and do not help to achieve the object in view rapidly. In their application they have been cutting at the root of discipline. They do not give security of absorption even to recruits of the backward classes. Their administration in the Districts is becoming increasingly difficult in view of the several horizontal and vertical divisions. All this is due to the classification of the service, first, into Executive and Ministerial and next, into four grades in each class according to pay. There is next the classification of vacancies, according to the nature of tenure, into permanent and temporary and lastly, according to the class of recruit permissible, into general and special.

It will thus be seen that a vacancy may fall into one of 2 × 4 × 2 × 2 or 32 categories. To add to this, there are 32 such categories in every unit office in the State and there are (72) unit offices. As the vacancy is the unit under the rules and not the recruit, a candidate who has been appointed in one category may lose his post, while another appointed later in another category may continue longer and a third appointed last may get a permanent post.

In Madras, the recruit is the unit and not the vacancy. If a candidate of a particular community is recruited, he *must* be reappointed to every vacancy available after his first post ceases, until permanent absorption or until his name is struck off the eligible list for inefficiency or other reason. The absorption of recruits of every community is thus safeguarded. There is no classification of vacancies nor division of appointments into grades according to pay. The rotation of absorption of candidates of certain communities is alone prescribed. But, in its attempt to publish an authorised list of candidates, Madras has fallen into a different error of authorising the Madras Services Commission to publish not only the list of approved candidates, but also the relative order in which candidates even of the same community must be absorbed. For this reason, the Madras system has also become too wooden, and there is, I believe, a strong move to restore to the Heads of Offices the discretion to select the best individual within the limits of the statutory rules.

Both in Mysore and in Madras, one effect of the recruitment rules has been to impair not merely efficiency but even discipline. The chain of responsibility has been strained to a great extent and may snap at no distant date, unless the authority is restored in fact, and not merely in theory, to the Head of each office to deal with his staff, alike in matters of recruitment and of punishment.

seemed to exclude everything of human interest from its purview. Slowly, however, the outlook changed and the atmosphere became clearer. The dispute with Madras over the 200 mile frontier on the Western Ghats, which necessitated prolonged work on the ridge of the Ghats themselves and provided me with an opportunity of rubbing shoulders with the Survey of India, completed the work of my conversion, with the result that where I came to scoff, I remained to pray.

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man who had managed to keep healthy so long in the midst of such surroundings. The temperature, judging by the touch, must have been over 103° but the skin was bathed in perspiration. When I asked his brother what medical aid he had secured for the patient, he told me that every recipe suggested by every kindly friend had been tried for the last seven days to no purpose."

I am glad to state that the case had only to be brought to the notice of the District Medical Officer and prompt action was taken to arrange for necessary propaganda work in the locality.

Attempts to regulate and control the construction of houses and improve the dwellings of villagers so as to secure light, air and drainage are not by any means helped by the absence of decent maps of village sites. Is it too much to hope that the Survey Department will, in a reasonable period of time, arrange to take up the work and co-operate with the Revenue Department by preparing maps of village sites to a convenient scale?

Another question of common interest to the Revenue and the Settlement Departments is the question of the periodical revision of Land Revenue Settlements. Both in Bombay and in Madras, criticisms have appeared in the Press suggesting the necessity of a clearer definition of the State's Land Revenue Policy. Mysore has not been lacking in this respect. Its interest in such activities has been shown in the modest beginning made regarding the Land Revenue Settlements in the Kolar District. Criticisms of the Mysore Settlements have a habit of inviting comparisons with the methods and rates of the Madras Settlements. The question of interest to the Revenue and the Settlement Departments alike is whether the Mysore system stands to gain by adopting any of the tests and processes which the Madras settlements adopt.

In spite of so many points of contact between the Survey and the Revenue Departments and notwithstanding the wide field of administrative action over which the two Departments are bound by so strong a community of interest, each has an individuality of its own and an outlook peculiar to itself. I remember how I felt when about sixteen years ago, after a long period of service in the Revenue Department, I had to change from the Revenue to the Survey Department. It was the period of the re-survey and re-settlement operations, under which the field party with its Officer went into camp for about eight months in the year and worked at Headquarters for the remaining four months. Accustomed as I was to the modes and standards of work in the Revenue Department, I found that my entry into the Survey Department took me to an entirely new and strange system. It seemed as diametrically opposed to the system I had been accustomed to as the North pole is to the South pole My contempt for everything connected with the Survey Department was well nigh unbounded. There were no inquiries to be held, no long reports to make, no cases to try, no judgments to write. The Survey Officer's diary

Let us assume that the Preliminary Register specifies only three *hissas* whereas the District Survey Officer's local enquiry shows that there are five *hissas* and that all these *hissas* are separate and clearly distinguishable from one another. Is it desirable that the two unrecorded missing *hissas* should be measured and mapped and a note made of the circumstances in the Hissa Survey Final Register, the list of hissas surveyed—or is it desirable to refer the case with necessary sketches to the Amildar and await his decision?

(2) What about the fee of Rs. 2 per *hissa* due on these unrecorded *hissas*?

(3) Let us examine the converse of the above case. Suppose the District Survey Officer's local enquiry shows that instead of three *hissas* as recorded in the Preliminary Register there are only two *hissas*. Is the mapping of the two *hissas* to be done or is the case to be referred to the Amildar and his decision awaited?

(4) As the fee for the unmeasured *hissa* may have been recovered before the *hissa* measurement could be taken up, is the fee recovered to be refunded?

From this class of cases, all of which relate to operations under the Record of Rights, let us proceed to examine another set which relate to an important portion of the normal work of the Revenue Department—Rural Reconstruction. Dwelling houses in villages are by no means built with scrupulous regard for necessary light, air, and drainage. Not long ago, I came across a very typical case of, what I may be permitted to style, "a standing invitation to disease" in a village. Let me read an extract from my letter to the Sub-Assistant Surgeon concerned because it gives a true picture of the conditions I found.

"On my way while passing through the village Appasandra, at about 7 P.M., I came across a typical, but none the less unfortunate, case of the *Patel* of the village suffering from repeated attacks of ague and fever under conditions which would not be adequately described by the term "insanitary." As I was told that the man was of middle age and was too weak to walk up to the place I was passing through, I thought I might look in at his house to see if I could help him in any way. I entered by the main entrance and was very near stumbling across cattle which were resting themselves. On turning towards my left to enter the room in which the patient was lying, I could see nothing: it was so dark—I only heard the sound of somebody moaning. Guessing it might be the patient, I hastened to get near, but again I tripped over a calf; and when I did succeed in getting near enough, an elderly lady, probably the mother, brought a faint light, making darkness visible, and I saw in the dim light the young *Patel* shivering fearfully with ague and one or two calves lying at ease close by. The old lady helped in driving the calves away, and I was able to feel the forehead of the unhappy

THE COMMUNITY OF INTEREST BETWEEN THE REVENUE AND THE SURVEY DEPARTMENTS.

By Mr. T. Hanumantha Rao.

If there is one thing more than another that marks the course of the relations between the two great departments of the State—the Revenue and the Survey—it is, it seems to me, the increasing interest which each department has now begun to take in the operations of the other. About sixty years ago, when Bombay sent its first batch of Colonels, Majors and Lieutenants and their devoted band of followers, the cult of the chain and the cross-staff appeared for the first time on the highlands of Mysore and steadily replaced the older *Bijawari Paimaishi*. But that cult was confined to the four corners of the peculiar Department in spite of the attempt to spread it by adding to the district staff an individual who served as much as he amused officials and non-officials alike by some special characteristics, among which the prominent caste mark and the crooked turban were not the least remarkable. The contact between the two departments was bound to grow and develop through the inevitable avenues of (1) the settlements (2) the *fodes* (3) the missing marks and (4) the frontier boundary disputes. It became more intimate after Government inaugurated the scheme of providing for Revenue Officers, from the *Shanbhog* up to the Assistant Commissioner, a course of training in Revenue Survey. This process went on and has now culminated in the dawn of a new era ushered in by two great factors: (1) the introduction of the Record of Rights and (2) the appointment of the Revenue Commissioner as *Ex-officio* Superintendent of Revenue Survey.

The old order of things under which each Department was content to deal with its own problems without reference to the other yielded place to the new. Joint programmes, in the preparation of which officers of both Departments met and worked together, became more and more necessary, and the topic of practical interest to-day is, what is the best mode in which the activities of both the Departments may be co-ordinated so as to yield the best results.

Let us now examine a few practical questions. The activities of the Revenue and the Survey Departments, in pursuance of the Record of Rights Scheme, have given rise to a class of cases which are described in the discussions on the subject as cases of the overlapping of functions. (1) Let us take, for example, the common case of a discrepancy between the preliminary record and the facts that face the District Survey Officer when he takes up the test of a Survey Number containing "hissas,"

THE PRESIDENT'S ADDRESS.

GENTLEMEN,

I feel thankful to the Honorary Secretary of this Association for asking me to preside at to-day's session of the Association. I accepted this honour on the understanding that no formal speech would be required of me in this business session. I thought that, as I had plenty of opportunities for expressing myself on various topics during the last Birthday meetings, I should impose on myself a vow of silence and give an opportunity to other members, especially to the younger section. If I interpose for a few minutes before the actual work begins, you will acquit me of any keen desire to occupy the stage myself.

The meeting of the Association here to-day marks a departure in the usual practice of holding its sessions in Bangalore only. May I say this departure has been made very agreeable by the ready and willing courtesy of the Mining authorities in affording us facilities for seeing the Mines, and by the efforts of the Deputy Commissioner and other officers of the Kolar District to make us comfortable? It is a very good idea of the Association to assemble outside Bangalore, freed from much of the formality inseparable from the meetings held at Headquarters. A judicious blending of business with pleasure is likely to be attractive and instructive to the members. I would suggest that whenever the Association meets in a place like this, outside Bangalore, it would be a good thing if the members would concentrate on the problems peculiar to the locality. In an area like the Kolar Gold Field, there are ample subjects for study, alike to the Scientist among us as well as the Administrator. The triumph of Science in wresting gold practically from out of the bowels of the earth, the large and skilful organization required to maintain the works at a high level of efficiency, the problems of local self-government in an intensely urban area like this, the massing of labour and the consequent questions that arise therefrom, the results of the Workmen's Compensation Act on the morale and recruitment of labour—these and similar problems can be studied to great advantage at these local meetings. Mr. M. A. Srinivasan, whom I am glad to see now, has shown that some of these questions can be dealt with in the proper scientific spirit, whether there is general agreement with the conclusions or not. Similarly, the Association may meet, say in Chikmagalur or in Bhadravathi, and the members might devote attention to the problems arising out of the development of our natural resources or the problems connected with the Malnad. I hope that this departure is a permanent one and we will have more of these meetings on a regular programme outside Bangalore.

I have referred to the advantages of free intercourse among the members at these meetings. I venture to think that such meetings will serve the more important purpose of bringing us into much more intimate contact with realities than some of us can get at Bangalore. Too often, there is a difference in the mental attitude of those who have to issue orders and those who have to carry them out. The former relies on inductive reason, while the latter attaches more importance to the logic of facts. This distinction is becoming very pronounced and the task of administration must be to bridge the gulf between these two attitudes. Thereby, we will be bringing the measures of Government more and more into line with the needs of the actual situation. I would illustrate these observations by a reference to, say, a subject like remission for failure of crops, about which we have been hearing a great deal from the Kolar District. It is easy for some of us from Bangalore to frame excellent rules which are quite sensible and logical, but which, nevertheless, may not have taken into consideration the other point of view, *viz.*, of those who have got to pay the taxes or those who have to carry them out. A knowledge of local conditions and the point of view of those directly concerned in the matter will be of great help to such of the members of the Association as have to live at Headquarters and issue orders therefrom.

I am tempted to enlarge on many themes of general as well as of local interest. Mr. Ramanathan has indicated some of them in his address. I am not going to enter into any of these, but I would have you all remember that besides all these rules and orders, beyond these schemes of decentralization or retrenchment, there lies vast scope for individual initiative or resource. However, we must cut down our machinery or improve it; if the human factor is not fully experienced or efficient, the results will not be of general value. It is only by each one of us mastering his own work and doing it in a spirit of helpful efficiency that can lead to the achievement of the best results. No rules need defer the strong minded and resourceful officer from working his thoughts out and bringing the results before this Association or the Government. I would like the younger members of the Association to realise this important fact.

establishment of District Councils for the public discussion and settlement of the local administrative grievances and problems.

These warnings and suggestions are as true and useful to-day as twenty-five years ago. The fears expressed have been more than justified and we are now weighed down by the mass of our machinery and hampered by the complexity of our method. Red-tape has taken a deeper hue. The need for a study of first principles and a revision of values is even more insistent and urgent now.

Our machinery must be designed afresh so as to subserve our new ideal of increasing people's efficiency and capacity for self-Government and corporate action.

Every department and every branch or aspect of its activity must be subjected to a searching test as to its necessity, adequacy, economy and efficiency. Duplication, overlapping and misfit must be removed in every sphere. Wrong ideas and habits of work constitute luxury and waste in organisations no less than in individuals. A study of methods of work and of established routine can never be overdone. Every part of the machinery, every method and every item of routine must be orientated to our new ideals.

To undertake such a task, this Association is eminently fitted. But the entire field cannot be covered at a single sitting; nor can the Association undertake such a task at a general meeting. Spade work must be done by small committees of three or four members working on definite problems. After careful study, each committee should draft a set of recommendations with brief notes, which should be printed as soon as they are completed and circulated to all the members. These notes should be discussed at a subsequent session of the Association. The final recommendation should then be submitted to Government from the Association. There will then be an atmosphere of reality in our meetings and the spirit of co-operative study and effort will be in evidence all through the year.

Gentlemen, I have kept you too long. I crave your indulgence as a first Secretary of the Association, and if, in my anxiety to see it develop from strength to strength, I have trespassed beyond the limits of courtesy, I apologise to you in all sincerity. Once again, let me thank you all for having so very kindly responded to our invitation.

I now request my esteemed friend, Mr. S. P. Rajagopalachari, to inaugurate this session.

satisfaction of knowing that they would so live. Our Association is concerned with the study of every day administration. A study of the difficulties and drawbacks of to-day may not necessarily interest future members, except to the extent to which we have assimilated the eternal verities and solved fundamental problems. Our aim should be to use the meetings of the Association and the pages of its journal as a clearing house for individual experience, thoughts and ideas. Members should not be shy and withhold papers because they have no important topics to discuss or have no sensational suggestions to offer.

The impending constitutional changes and the financial debacle call for a careful study of the administrative machinery and methods and a new appreciation of values. Administrative machinery, like all other machinery, has to be designed so as to subserve the end in view. The designing of the machine and method is dependent on the object in view and the work to be done. Its cost must be proportionate to the financial ability of the country. What is the ideal of Government to-day? Has it changed since the present administrative machinery was designed? Can we afford the costly machinery added on from day to day in our days of plenty? Is the design efficient and economical for the present needs and the present capacity?

The present machinery was set up by the British Government. It was designed to ensure careful control over a subordinate agency working several thousands of miles away. The aim, to begin with, was the securing of orderly Government and peaceful administration. The preponderant elements in the structure were audit, control and supervision by a hierarchy of paid officials responsible to a distant authority. But the ideals have changed and are changing. Self-government, economic and social progress and a happier and fuller life all round is our ideal to-day. Does our machinery serve these ends now? The departments grew in our palmy days of finance, when activities increased. Our deficits have led to decrease in activity; but has the machinery been cut down? Is it necessary to continue independent departments with reduced activity?

Nearly a quarter of a century ago, the Royal Commission on Decentralisation uttered a solemn warning against the tendency to centralise authority, which was increasing in consequence of improved facilities of communication—Railway, Postal, Telegraphic and Cable—and against the fissiparous tendencies of the Government departments. They showed that delay and cost would both increase if these tendencies were not checked, and they emphasised the need for substituting local discussion and publicity as safeguards against malpractices and individual idiosyncracies, in place of central control by inspection, reports and returns. They urged the development of the local self-governing bodies and the revival of Village *Panchayets* as organs of administration. In the same connection, the late Mr. G. K. Ghokale advocated the

WELCOME ADDRESS.

By Mr. A. V. Ramanathan.

Gentlemen,

On behalf of my brother officers on the field and myself, I have great pleasure in welcoming you to this, the first *moffusil* session of our Association. In doing so, I have no idea of anticipating my friend Mr. C. E. Suryanarayana Rao and recounting to you the romantic history of the Kolar Gold Field.

You have visited the Mines this morning and I am sure you have been struck by the high degree of efficiency maintained by them, which bears testimony to the great skill and administrative ability of our friends who have so kindly honoured us with their presence here. It is fitting that an Association of administrative officers should inaugurate its series of *moffusil* sessions here, as the Gold Mining Companies represent the largest administrative system next to the Government in this State and offer to us a splendid example of efficient administrative machinery. On your behalf and mine, let me take this opportunity of thanking the members of the Mining Board and the Secretary of the Kolar Gold Field Club for their kind assistance, and Messrs. Heathcote and Hudson for their special arrangements and hospitality.

My thanks are next due to all of you for having so very kindly responded to our invitation, despite individual inconveniences, and made this session an accomplished fact. And I beg of you to overlook any deficiencies in the arrangements for your comforts and accept our assurance that we have honestly tried to do our best ; and if our best has fallen short of expectations, it is due to our lack of experience and not to any lack of anxiety and desire to make your stay comfortable and your visit pleasant.

I am glad we are meeting now for a second time in this year. I hope that our meetings will be more frequent, and that our Association will steadily acquire a record of useful work. In this connection, I beg leave to address a few words to my friends of the Association, present and absent. There seems to be a misapprehension about the objects of the Association and the nature of the papers to be read at the meeting. The Association's record of work will not be judged by the public, and should not be judged by its members, on the extent to which it has secured increased emoluments or other conveniences to the services. We shall be judged by our work for the country and not by our work to ourselves. Every paper read at the meetings of the Association need not be a classic. Even the best writer need not expect that his paper is likely to interest all generations to come. Classic artists and authors painted or wrote for their own pleasure. Few who have lived down in History had the added

commutation of privilege leave on half pay to that on full pay was not accepted by Government.

As regards the resolution regarding Local Audit submitted to Government, the Financial Secretary to Government forwarded a copy of G. O. No. Fl. 2394-2445—G. F. 7-31-18, dated the 3rd October, 1931 issuing instructions on the point covered by the resolution.

The Managing Committee met twice during the period under report and one volume of the journal of the Association is under print and will be issued shortly.

The membership of the Association, which stood at 98, has now been reduced to 96, due to certain retirements. There are still a large number of our officers who are not yet members of the Association and we hope they will join early.

BRIEF REPORT OF WORK DONE BY THE MYSORE CIVIL SERVICES ASSOCIATION FROM 1st MARCH, 1932.

GENTLEMEN,

The Managing Committee have much pleasure in welcoming you to this the first periodical *moffusil* meeting organised in accordance with a decision of the General Body. For this happy realisation of a long expressed desire of our Association, we have especially to thank Mr. A. V. Ramanathan on whose invitation this venue was fixed. He has spared no pains to make the meeting a success.

The last annual meeting was held in the Daly Memorial Hall, Bangalore, on the 19th and the 20th March, 1932. About forty members were present including the Dewan, the Members of Council and the Chief Justice.

The proceedings commenced at 1 P.M. on Saturday the 19th March, 1932 when the President, *Rajamantrapravina* Mr. K. Matthan, delivered his address. This was followed by the reading of the following papers:—

"Greater Mysore," by Mr. M. A. Sreenivasan.
"The Housing Problem in Bangalore," by Mr. P. H. Krishna Rao.
"Village Panchayets," by Mr. A. V. Ramanathan.

On the 20th March, 1932, the meeting opened at 8-30 A.M. with the reading of the Report of work done up to 1st March, 1932, by Mr. C. E. Noronha, one of the Honorary Secretaries. This was followed by the reading of the remaining two papers on the agenda, *viz.*, "The Functions of the Trade Commissioners in Different Countries," by Mr. B. T. Kesava Iyengar and "The Results of the Last Census," by Mr. M. Venkatesa Iyengar. Discussions on the various papers read then ensued, after which the business items regarding the election of the President, Vice-Presidents and the Members of the Managing Committee were taken up and disposed of.

The amended rule regarding honorary membership which had been drafted by the Managing Committee was placed before the General Body and approved.

The question of the collection of arrears was then taken up and it was decided that three years' subscriptions be remitted and that the balance be collected and ear-marked for the building fund. In accordance with this resolution, a statement of accounts has been sent to each member and the Committee trusts that the arrears will be remitted without delay.

We regret to say that the resolution passed by the General Body at the meeting held on the 20th March, 1930 regarding the

List of the gentlemen present at the Meeting of the Mysore Civil Services Association held at Oorgaum, Kolar Gold Field, on the 23rd July, 1932.

Present.

MEMBERS.

1. Mr. S. P. Rajagopalachari, B.A., B.L. (Chairman)
2. ,, N. Madhava Rao, B.A., B.L.
3. ,, R. Ranga Rao, B.A., B.L.
4. ,, N. Rama Rao, B.A., B.L.
5. ,, K. H. Ramayya, B.A., BAR-AT-LAW.
6. ,, K. V. Anantharaman, B.A.
7. ,, A. V. Ramanathan, B.A.
8. ,, M. Venkatesa Iyengar, M. A.
9. ,, C. Subrahmanya Iyer, B.A., B.L
10. ,, T. Hanumantha Rao, B.A., B.L.
11. ,, M. A. Srinivasan, B.A.
12. ,, P. H. Krishna Rao, M.A.
13. ,, C. Narayanaswamy Naidu, B.A., B.L.
14. ,, M. Abdul Hukh, B.A.
15. ,, A. C. Nirvani Gowda, B.A.
16. ,, V. Vedavyasacharya, B.A.
17. ,, S. Narayana Rao, M.A.
18. ,, V. T. Srinivasan, B.A.
19. ,, D. C. Subbarayappa, B.A., B.L.
20. ,, J. B. Mallaradhya, M.A.
21. ,, P. Chikkanna Setty, B.A., B.L.
22. ,, C. E. Noronha, M.A.

VISITORS.

1. Mr. C. F. Heathcote, Superintendent, Champion Reef Mine.
2. ,, T. Hudson, Superintendent, Nundydroog Mine.
3. Col. Benn-White, Acting Superintendent, Oorgaum Mine.
4. Mr. C. B Taylor, Acting Superintendent, Mysore Mine.
5. ,, G. W. Richardson, Chief Electrical Engineer.
6. Dr. L. P. Stokes, Chief Medical and Sanitary Officer.
7. Mr. C. E. Suryanarayana Rao, Chief Inspector of Mines.
8. ,, K. Duraiswamy Iyer, B.A., Acting Inspector of Mines.
9. ,, V. V. Monteiro, M.B., B.S., L.D.S., District Medical Officer.
10. ,, Vema Reddy, President, District Board, Kolar.
11. Rao Sahib Thangavelu Mudaliar.
12. Mr. L. Venkataramaiya, B.A., B.L.

---

by Mr. C. E. Noronha, one of the Honorary Secretaries. The following papers were then read :—

1. The Kolar Gold Field Mines,
   By Mr. C. E. Suryanarayana Rao.
2. Some Aspects of Gold Smuggling on the Kolar Gold Field,
   By Mr. S. Narayana Rao.
3. The Community of Interest between the Revenue and the Survey Departments,
   By Mr. T. Hanumantha Rao.
4. Rules of Recruitment,
   By Mr. A. V. Ramanathan.

The meeting terminated at about 4-30 P.M. Thereafter, a group photograph was taken and the day's function concluded with a garden party given by Mr. Ramanathan.

On the morning of the 24th, many of the members proceeded to Bethamangala to see the water-works. After a short boating trip on the lake and a walk along its bund, the party was shown round the works by the Superintendent, Mr. V. Krishnamurthi, who kindly showed lavish hospitality to the members. Refreshments over, Mr. N. Rama Rao, the Director of Industries and Commerce, was prevailed upon to give a short discourse on sugar-cane cultivation under the Irwin Canal and the prospects of the Sugar Industry in Mysore. On the conclusion of this very interesting discourse, there was a short discussion on the topic which was wound up by the supplementary remarks of Messrs. K. H. Ramayya and A. V. Ramanathan. Mr. C. E. Noronha then having moved a vote of thanks to all those who helped to make the trip a success, the party returned to Oorgaum at about 1 P.M.

After lunch, the members met again in the Drawing Room of the Guest House to listen to the last paper of the session, "The Kolar Gold Field Sanitary Board," by Mr. V. Vedavyasacharya, and discuss the various papers read. It was also decided to hold the next session of the Association at Bhadravati about the end of January, 1933.

After the business was over, Mr. Ramanathan proposed a vote of thanks to the Chair which was carried with acclamation. Messrs. K. H. Ramayya and P. H. Krishna Rao, on behalf of the Association, thanked Mr. Ramanathan and the other local officers on the Field for the great trouble they had taken to see to the convenience of the guests and make the meeting an unqualified success. Mr. Ramanathan in reply expressed his gratitude to the members who had attended the session in spite of inconvenience to themselves.

Three hearty cheers were then given to His Highness the Maharaja and the members dispersed to meet again at a tea party kindly given by Mr. Hudson in his bungalow, which terminated a very successful session.

Journal

OF THE

Mysore Civil Services Association

Vol. VIII.] [No. 2.

PROCEEDINGS OF THE FIRST MOFFUSIL MEETING OF THE MYSORE CIVIL SERVICES ASSOCIATION HELD AT OORGAUM, KOLAR GOLD FIELD, ON THE 23RD AND THE 24TH JULY, 1932.

On the 23rd morning, most of the members who came to Oorgaum for the meeting met at the Guest House and proceeded to the Champion Reef Mine at about 10-30 A.M. Here, they were met by Mr. C. F. Heathcote, the Superintendent, Captain H. M. White, Chief Underground Agent, and Captain Edwards, Assistant Chief Underground Agent, who conducted them down Gifford's Shaft to a depth of 4,000 feet and then down the Heathcote Shaft from the 40th to the 74th level, that is, to a total depth of about 7,000 feet. After spending an interesting hour in examining the various underground activities, the party returned to the surface and proceeded to the Nandydroog Mine where they were shown round the surface works by Mr. T. Hudson, the Superintendent and Mr. H. L. George, the Chief Cyanide Chemist. These gentlemen very kindly explained the various processes employed in the extraction of the gold from the ore and also showed gold melting, the stamp and tube mills, electric and oxy-acetylene welding, etc.

At 2-30 P.M., the meeting was held in the Office of the Chief Inspector of Mines, under the Presidency of Mr. S. P. Rajagopalachari, the Revenue Commissioner. The gathering numbered 34, as shown in the subjoined list. The proceedings commenced with a welcome address by Mr. A. V. Ramanathan. This was followed by the President's address and the reading of the report of work done since the last meeting in March, 1932

by Mr. C. E. Noronha, one of the Honorary Secretaries. The following papers were then read :—

1. The Kolar Gold Field Mines,
   By Mr. C. E. Suryanarayana Rao.
2. Some Aspects of Gold Smuggling on the Kolar Gold Field,
   By Mr. S. Narayana Rao.
3. The Community of Interest between the Revenue and the Survey Departments,
   By Mr. T. Hanumantha Rao.
4. Rules of Recruitment,
   By Mr. A. V. Ramanathan.

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After the business was over, Mr. Ramanathan proposed a vote of thanks to the Chair which was carried with acclamation. Messrs. K. H. Ramayya and P. H. Krishna Rao, on behalf of the Association, thanked Mr. Ramanathan and the other local officers on the Field for the great trouble they had taken to see to the convenience of the guests and make the meeting an unqualified success. Mr. Ramanathan in reply expressed his gratitude to the members who had attended the session in spite of inconvenience to themselves.

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GROUP PHOTO TAKEN AT KOLAR GOLD FIELD ON 23RD JULY 1932.

(43)

THE CENTRAL RECRUITMENT BOARD

M. NAVANEETHAM, B. A., B. L.,
Secretary, Central Recruitment Board.

PUBLIC OFFICES,
Dated, Bangalore, 23rd July 34

Do no 3964/cnb

Dear Sir,

I am desired to state that the First Member of Council proposes to discuss with you about the question of revision of the Rules of Recruitment, (under the consideration of Government).

I am to request you to kindly let me know if it would be convenient for you to meet the Member on the 31st instant at 3 P.M. in his Chambers.

Yours sincerely.

N 23/1

N. Madhava Rao Esq., B.A., B.L.,
Revenue Commissioner in Mysore,
Bangalore.

(44)

Mr. N. MADHAVA RAO, B.A., B.L.,
Revenue Commissioner.

NEW PUBLIC OFFICES,

Dated Bangalore, 24/1/1934.

Dear Mr Narasimham,

As desired in your letter No 3964 dated 23rd Jany 1934, I shall meet the Finl Member of Council on the 31st inst at 3 P.M. I trust you will send me the latest draft of the revised rules or the file on the subject so that I may be fully prepared for the discussion.

Yours sincerely
N Madhava Rao

Rec'd 24/1

Sub:
The file on the Subject (with Mr. Ramanatan's letter) will, if appd, be sent to the R.C. for his Study & return before the I Sec member)
24/1

Yr - Let me know if such a copy, back earlier 24/1

Mr. N. MADHAVA RAO, B.A., B.L.,
Revenue Commissioner.

NEW PUBLIC OFFICES,

(45)

Dated Bangalore, 26th Jan. *1934.*

Dear Sir,

I am desired to acknowledge the receipt of your letter dated 25th January 1934, and to return, with thanks, the Secretariat File on the subject of the revision of Rules of Recruitment.

Yours sincerely,
G. Rudrappa

M. Navaneetham Naidu Esq., B.A., B.L.,
Secretary, Central Recruitment Board,
Bangalore.

Ten copies.

(41

Proceedings of the Government of
H.H.the Maharaja of Mysore.

Read:-

× B. Govt. Order No.1827-80/E.A.308 dated 16th May 1921 laying down the policy of Government on the question of the adequate representation of Backward Communities in the Public Service.

× C 2.Govt.Order No.5771-830/C.R.B.5-26-1 dated 10th June 1927 issuing revised rules of recruitment to the subordinate ranks of the Public Service.

× D 3. Govt. Order No.3567-3652/C.R.B. 12-28-1 dated 10th October 1928 revising the classification of appointments and the qualifications for the same.

× W 4. Resolution No.2 of the Central Recruitment Board passed at its Forty Second meeting Held on 31st March 1932 recommending a scheme for the adoption of a Staff Selection Board for making appointments on a system of communal rotation.

Order No.

Dated, Bangalore, the 1934

The question of revision of the rules of recruitment to the Subordinate Public Service, in force, at present, in Mysore has been under the consideration of Government for some time past. The subject has also come up for discussion both in the Representative Assembly and the Legislative Council,

more than once, and proposals have been brought forward for the establishment of a Public Service Commission or Staff Selection Board and for the adoption of a system of Communal rotation as in Madras.

2. As regards the establishment of a Public Service Commission, Government have pointed out in the Representative Assembly and the Legislative Council that it is not necessary or called for in Mysore. In regard to the Communal Rotation System, it has been explained by Government that the actual system recommended by the Central Recruitment Board is not acceptable to all communities and is otherwise also complicated and difficult of working, owing to the several divisions among the backward communities in Mysore. Government agreed to the principle of giving adequate and just representation to all communities in Public Service and promised that the existing rules would be re-examined and revised with a view to ensure that qualified candidates of all communities get a fair chance of securing appointments in the Public Service and that the present Central Recruitment Board itself would be given such additional powers as may be necessary to perform the functions of a Staff Selection Board.

3. According to the existing rules of recruitment to the subordinate public service, 75 per cent of all vacancies to be filled up by direct recruitment are reserved for

candidates belonging to the backward communities, while the remaining 25 per cent are treated as general vacancies open to all classes. All the appointments are divided into four classes according to the pay with separate minimum qualifications prescribed for each class. Each individual vacancy to be filled up by direct recruitment is advertised in the Gazette, and applications from eligible and qualified candidates called for by the Central Recruitment Board. The applications that are received in response are scrutinised by the Central Recruitment Board and forwarded to the respective appointing officers for selection and report.

4. Experience of the working of the existing rules has shown certain defects, chief of which are the following:-

(i) A candidate who is appointed first in in a temporary vacancy may lose his post, while another appointed subsequently may continue longer and a third appointed last may get a permanent post.

(ii) Temporary arrangements are often made in the vacancies pending advertisement and in short vacancies which could not be advertised. These arrangements frequently do not conform to the rules laid down

(4)

Persons selected for such casual appointments are kept on in similar casual vacancies and come, in course of time, to acquire a kind of claim for permanent employment, while persons recruited through the Central Recruitment Board in advertised temporary vacancies are left without a chance of confirmation and have, on the cessation of the vacancies, to look out for other appointments, put in fresh applications and take their chance;

(iii) As direct recruitment is made not only at the bottom but also at three higher stages, (only one out of every three vacancies in each class being made available for promotion), the chances of promotion to candidates already in service, or recruited for permanent vacancies in the lower grades, are much restricted;

(iv) The rules are also complicated and the practice of advertising every vacancy throws much labour on the Central Recruitment Board Office. The same candidate may at the same time be applying for several advertised posts.

5. With a view to remedy the defects and satisfy the general requirements ~~on the above lines,~~ Government have ~~accordingly~~ examined the existing rules and have revised them on the following general lines:-

(a) Each recruit should be started as a probationer in the unit of recruitment;

(b) the recruit is the unit and not the vacancy, and he should, on the cessation of the acting or temporary vacancy in which he is appointed, be, as far as possible continued and provided in another vacancy, till he is finally absorbed in that unit;

(c) the present division of appointments into four classes ~~is~~ will be done away with, in view of the altered conditions now, and there will be only two general classes of appointments with an increased general minimum educational qualification for each;

(d) Each recruit should ordinarily start only at the bottom of service in the class ~~of the department~~ to which he is recruited. A certain proportion of vacancies may be fixed by the Central Recruitment Board for promotion to the officials in the lower class to the higher class;

(e) Method of recruitment. The C.R. Board ~~may~~ will obtain a forecast of the vacancies in the several units, draw up a programme of recruitment for the year, then call for applications from the candidates for the vacancies that may arise, and prepare lists of the selected candidates in the order of preference (as determined by the Board) in two parts, (A) General, (containing the names of the best qualified persons, irrespective of community) and (B) Special (containing the names of only Backward

(51)

Communities). In preparing this (B) list, an attempt will be made to see that all communities are adequately represented. As vacancies occur the appointments may be made from the approved list according to the relative order of mentioned therein of the names, in the proportion of one appointment in the General (A) list to three in the Special (B) list.

6. The revised rules are appended to this order and will come into force with effect from 18th Oct. 1924. The C.P. Govt is requested to obtain forthwith 34-35 forecasts of vacancies from candidates being called up and the list for the year 13 prepared by that date.

N 2876 General Secretary to Govt.

To The Secretaries to Govt.
" Heads of Departments.
" Deputy Commissioners of Dists.
" Other Unit Officers.
" Secretary, Central Recruitment Board.
" Press Table.

B.K.M.

28.6.24

(For orders as to the date from which these Revised Rules are to come into force: According to the mode of recruitment as per these Rules, a forecast of recruitment for the year is to be obtained from each Unit-Officer, in the month of April, every year, & then a Consolidated programme of recruitment for the following official year is to be prepared. (vide Rules 12-15); & then appln for admission to Service have to be called for, & two lists prepared by the C.R.B. with the order of preference of the candidates. All this is to be done before July 1st. The idea according to these Rules being that the Recruitment programme is to be drawn up & settled, for the following official year, before the year begins. In this view, of these Rules cannot possibly come into effect from next year (34-35, i.e. from 1-7-34), but only from 35-36 (i.e. from 1st July 1935), the preliminaries being taken up in April 1935.)

N 2876

Draft 1923

Revised
~~General~~ Rules of Recruitment governing Subordinate services of Government.

These rules shall apply to all appointments (executive & ministerial) in ~~posts~~ the Subordinate services of Govt. the Superior Service but in the absence of any specific provision to the contrary, nothing herein contained shall affect any special provisions which are now in force or may hereafter be made in respect of particular posts or services.

2. Backward Communities

The term "Backward Communities" as used in these rules includes all communities other than Brahmins.

3. The appointment of a person who is not a Mysorean by birth or domicile will be permitted only under exceptional circumstances and will require the previous sanction of Government in each case.

A person acquires a domicile in Mysore when he has voluntarily fixed the habitation of himself and his family therein not for mere special or temporary purpose but with the present intention of making it his permanent home. Continued residence for five years shall be prima facie evidence of having acquired a domicile.

4. Age limit. The maximum age of entry into service will be 28 years in the case of candidates ~~for~~ of Backward Communities and 25 years in the case of others. In case any over-aged candidates are proposed

to be appointed, the provisions of Article 34 of the Mysore Service Regulations should be complied with.

(5) All appts will be divided into two classes, as below, and subject to Special Rules, if any, in respect of particular services or posts, no persons shall be eligible for admission to any subordinate service unless he possesses the minimum general educational qualifications prescribed hereunder for each class of appointments:-

Class I. All appointments carrying a pay of Rs 35 and above : A degree of the Mysore University or any other recognised University.

Class II. All other appointments carrying a pay of less than Rs 35:- A pass in the S.S.L.C Exam

(Point for Con^n:- Hence a non S.S.L.C will not be eligible at all for any appt^t in the Superior Service. The lowest pay in the Pry. School Masters is only Rs 13 & there are many such posts in the State. In respect of these posts, the Dept^t will perhaps have to prescribe a lower qualn:- ...)

Exception:- In the case of teachers in primary schools appointed on an initial salary not exceeding Rs 15 the minimum qualification will be a pass in the Lower Secondary Examn

Note:- (i) A pass in the Upper Secondary Examination will be considered as an alternative qualification for a pass in the S.S.L.C Examination, and a pass in the Training Examinations will be a preferential qualification in respect of all Tutorial appointments, in the Educational Institutions.

Note- (ii) In the case of Urdu Schools, a pass with Urdu as the second language will be

the minimum qualification.

6. In lieu of the qualifications prescribed in Rule 5, the following shall be the minimum qualifications for Typists and Steno Typists:-

(i) For Typists.- A pass in the S.S.L.C. and the Type-writing (Senior) or other equivalent Examinations.

(ii) For Steno Typists:-

(a) On a pay below Rs 50 - A pass in the S.S.L.C. & Type-writing (Senior) & Shorthand (Junior) or other equivalent Examinations.

(b) On a pay of Rs 50/- and above - A pass in the S.S.L.C Type-writing (Senior) and Shorthand (Senior) or other equivalent Examinations.

Explanations to Rules 5 & 6.

Pay in the case of posts carrying progressive scale of pay shall be understood to mean the average pay as calculated for financial purposes.

7. Departmental Tests.

In addition to the general educational qualifications mentioned above, candidates for appointments may be required to pass such departmental tests as may be prescribed by Government from time to time.

But, candidates possessing the general educational qualification pres-

prescribed for the appointment may be entertained on probation, subject to their being confirmed in their posts on passing the prescribed departmental tests or tests within a period of two years.

8. Where qualifications are prescribed for selection for admission to the service in any capacity, no person who on the date of issue of these rules is already officiating or is temporarily employed in such capacity shall be admitted as a member of the service in such capacity unless and until he has proved his ~~position~~ possession of these qualifications.

9. After the date of issue of these rules, no member of the service shall be transferred or promoted to any posts higher than that he is holding substantively, unless he possesses the qualifications prescribed for such posts.

Provided that nothing herein contained shall be deemed to prevent a member of the service from drawing the increments of pay in a graded post which he is substantively holding on the date these rules come into force.

Provided also that Govt., may grant exemption to a member of the service permitting him to rise to a specified pay or stage of pay, notwithstanding the fact of his not possessing the prescribed qualifications for the same.

Recommendations for exemption from passing the departmental examinations in respect of any specific appointments ----

may be made to Government through the Central Recruitment Board in the case of officials of longstanding who have acquired by wide experience a thorough knowledge of the ~~xxxxxx~~ Codes and Rules pertaining to the department in which they serve and who are unable on account of age or other sufficient cause, to pass the departmental tests prescribed for promotion to higher posts, provided they have put in not less than 15 years' service and are not less than 45 years of age. The exemption should be given only in respect of specific appointments and no general exemption from passing departmental examination will be granted to any official.

Recommendations for exemptions should be submitted in the first instance to the Head of the Department concerned, who will submit the ~~xxx~~ name for the orders of Government through the Central Recruitment Board, with his opinion.

10. Candidates ~~for admission to the Service by direct recruitment~~ shall be directly recruited ~~selected~~ only from the lists furnished annually by the Central Recruitment Board or from any supplemental lists ~~furnished~~ sent by it, in ~~accordance with~~ the manner hereinafter described.

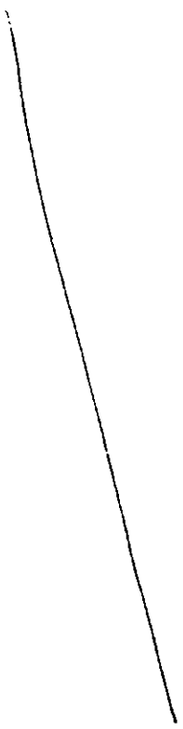
11. Officers in charge of the Units ~~(Vide Appendix)~~ shall furnish to the Central Recruitment Board ~~xxxxxxxxx~~ in the month of April, ~~xxx~~ every year, a list of -----

(11) Approved Candidates for admission to the Service should ordinarily start ~~by direct recruitment~~ at the bottom of the Service in each class in the dept.

(A certain proportion) of the vacancies in class I shall be set apart by the C.R.B. for promotion to the officials already in service in class II, ~~xxxx~~ & eligible for promotion.

To be fixed

vacancies likely to occur in their respective units during the following official year, ~~explaining~~



13. On a consideration of the forecasts of recruitment recieved from the Unit Officers, the Central Recruitment Board will/~~xxxfxx~~ prepare a consolidated programme of recruitments for the following official year.

14. The Central Recruitment Board shall call for applications from candidates for admission to the service for the vacancies that may arise --- during the year and shall make a --- selection from such candidates to the number required, keeping a sufficient margin to meet unforeseen demands for personnel

15. Lists of approved candidates shall be prepared separately in respect of the following ~~classes~~ kinds of appointments:-

appointments:-

(i) Clerks, Accountants, Store-keepers, Record-keepers and other similar appointments,

(ii) Steno-Typists and Typists

(iii) Revenue Inspectors

(iv) Agricultural Inspectors and Fieldmen.

(v) Veterinary Inspectors

(vi) Tutorial staff of the University below the grade of an Assistant Professor and of the Education Department.

(vii) Sub-Overseers, &Draftsmen of the P.W.D. and Municiaplities

(viii) Excise Asstt. Inspectors,

(ix) Inspectors of Co-operative Societies.

(x) Foresters and Rangers of the Forest Department.

Note.- Vacancies in Subordinate services other than those specified above shall be reported as they arise to the Central Recruitment Board which will advertise such vacancies and forward the applications of eligible candidates to the appointing officers for disposal with suitable instructions.

16. Each of the lists specified in Rule 15 shall be prepared in two parts viz., Part (A) 'General' containing the selected names of the best qualified candidates irrespective of their caste or communities and Part (B) 'Special' containing the names of all selected candidates other than Brahmins.

In each list and in each part of a the list, the names shall be entered in the order of preference as determined by the --- Central Recruitment Board. In preparing the

lists the Central Recruitment Board will have due regard to the principles of providing for the adquate representation of all castes and communities in the --- public service.

It will be open to the Central Recruitment Board to assign to an eligible candidate of the Depressed Class or other specially Backward Class, ~~the~~ a higher --- place than he would be entitled to, if his educational qualification were alone taken into consideration.

17. Alterations may be made, as occasion arises in the lists of eligible --- candidates by the Central Recruitment --- Board but the lists shall be completely revised once a year after calling for --- fresh applications.

18. The lists, on approval by Govt., shall be published in the Mysore Gazette.

19. Each of the eligible candidates shall be provisionally assigned to one or, if the Central Recruitment Board deems fit, to more than one unit.

(20) ~~19.~~ As vacancies occuf in each Unit, candidates should shall be appointed, ~~from the~~ according to the relative order in which their names are entered in the ---- general or special lists respectively, subject also to the condition that for one appointment from the general list there shall be three from the special list. The appointing Officer should ~~Unit officer shall~~ promptly report the appointments made by the Unit Officer to the C.R.B. TP.

(~~by his appointment~~ having passed ~~the~~ a ~~class~~), from the approved lists of eligible candidates, assigned to that Unit,

X

Pl. see note at the end in the next page. TP.

duly verify, if necessary, by examining the certificates, the educational qualification of the candidate selected before he is actually appointed to a post.

21. As soon as the selected candidate is taken on duty, a Service Register should be opened for him and maintained in the ~~Unit~~ office.

22. A candidate selected for admission to Subordinate Service ~~by direct recruitment~~ by direct recruitment shall, from the date on which he joins duty as such, be on probation for a period of two years.

23. A probationer may act in any permanent or temporary posts in the service for which he is qualified.

25. When a ~~candidate~~ probationer, owing to the cessation of the vacancy in which he is acting is employed in any subsequent acting or temporary appointment (as provided in Rule 22 above) for which he is eligible, every such acting or temporary appointment shall be reported to the Unit Officer ~~----~~ forthwith to the Central Recruitment Board.

26. If, at the end of the prescribed period of probation or earlier, the Unit Officer does not consider the probationer suitable for appointment to the service, he shall by order dispense with his ~~----~~ services. In such cases the Unit Officer shall make a report to the Central Recruitment Board giving full reasons for the step taken by him.

27 An appeal shall lie against an order of termination of the services of the official by the Unit officer to the ~~Govt.~~ Appointing Authority within one month of its communication to the official.

28 If no such order is issued by the Unit Officer within three months after the expiry of a probationary period under Rule 21, the official shall be deemed to have completed his period of probation satisfactorily.

29 Appointment to the Service.- The selected candidate after the successful completion of the period of probation shall be appointed a Member of the service at the first opportunity and may, if a vacancy in the service existed be appointed with retrospective effect; provided that no probationer shall be appointed to the service before any other probationer for appointment to the same service who completed his probation satisfactorily at an earlier date.

29. Seniority.- A member of a service shall take rank in any grade of the service according to the ~~date gradation~~ date on which he is substantively appointed to such grade

30 Promotion.- Promotion from one grade to a higher grade shall be for merit and no member of a service shall be entitled to claim such promotion on the ground of seniority alone.

(42)

30. Transfer.- A member of a Subordinate service shall be liable to transfer to any part of the Mysore State .

31. Appointments in contravention of Rules:- Appointments made in contravention of Rules of Recruitment shall be liable ---- to be vetoed by Government. Orders of Govt., vetoing appointments will be communicated to the officer, to the Head of the department, the Unit Officer, as well as the Comptroller for necessary action. Such orders should be given effect to immediately.

S O G Pub

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

(300 copies out of which 150 to be unsigned) one Thousand more Signed copies

Read:— Government Order No.1827-80/E.A.G.308 dated 16th May 1921 laying down the policy of Government on the question of the adequate representation of Backward Communities in the Public Service.

2. Government Order No.5771-830/C.R.B.5-26-1 dated 10th June 1927 laying revised rules of recruitment to the subordinate ranks of the Public Service.

3. Government Order No.3567-3652/C.R.B.12-28-1 dated 10th October 1928 revising the classification of appointments and the qualifications for the same.

4. Resolution No.2 of the Central Recruitment Board passed at its forty second meeting held on 31st March 1932 recommending a scheme for the adoption of a Staff Selection Board for making appointments on a system of communal rotation.

Bangalore, dated the 2nd July 1934.

The question of revision of the rules of recruitment to the Subordinate Public Service, in force, at present, in Mysore has been under the consideration of Government for some time past. The subject has also come up for discussion both in the Representative Assembly and the Legislative Council, more than once, and proposals have been brought forward for the establishment of a Public Service Commission or Staff Selection Board and for the adoption of a system of communal rotation as in Madras.

2. As regards the establishment of a Public Service Commission, Government have pointed out in the Representative Assembly on called for

in Mysore. In regard to the communal rotation system, it has been explained by Government that the actual system recommended by ~~Government~~ the Central Recruitment Board is not acceptable to all communities, and is otherwise also complicated and difficult of working, owing to the several divisions among the backward communities in Mysore. Government agreed to the principle of giving adequate and just representation to all communities in public service, and promised that the existing rules would be re-examined and revised with a view to ensure that qualified candidates of all communities get a fair chance of securing appointments in the public service and that the present Central Recruitment Board itself would be given such additional powers as may be necessary to perform the functions of a Public Selection Board.

~~Government have accepted~~ the existing rules of recruitment to the subordinate public service, 75 per cent of all vacancies to be filled up by direct recruitment are reserved for candidates belonging to the backward communities, while the remaining 25 per cent are treated as general vacancies open to all classes. All the appointments are divided into four classes according to the pay with separate minimum qualifications prescribed for each class. Each individual vacancy to be filled up by direct recruitment is advertised in the Gazette, and applications from eligible and qualified candidates called for by the Central Recruitment Board. The applications that are received in response are scrutinised by the Central Recruitment Board and forwarded to the respective appointing officers for selection and report.

4. Experience of the working of the existing rules has shown certain defects, chief of which are the following:-

(i) A candidate who is appointed first in a temporary

vacancy may lose his post, while another appointed subsequently may continue longer and a third appointed last may get a permanent post.

(ii) Temporary arrangements are often made in the vacancies pending advertisement, and in short vacancies which could not be advertised. These arrangements frequently do not conform to the rules laid down. Persons selected for such casual appointments are kept on in similar casual vacancies, and come, in course of time, to acquire a kind of claim for permanent employment, while persons recruited through the Central Recruitment Board in advertised temporary vacancies are left without a chance of confirmation and have, on the cessation of the vacancies, to look out for other appointments, put in fresh applications and take their chance.

(iii) As direct recruitment is made not only at the bottom but also at three higher stages, (only one out of every three vacancies in each class being made available for promotion), the chances of promotion to candidates already in service, for recruitment for permanent vacancies in the lower grades are much restricted.

(iv) The rules entail complication and the practice of advertising every vacancy throws much labour on the Central Recruitment Board Office. The same candidate may at the same time be applying for several advertised posts.

5. With a view to remedy the defects and satisfy the general requirements, Government have examined the existing rules and have revised them on the following general lines:-

(a) Each recruit should be started as a probationer in the unit of recruitment.

(b) The recruit is the unit and not the vacancy, and he

he should, on the cessation of the acting or temporary vacancy in which he is appointed, be, as far as possible continued and provided in another vacancy, till he is finally absorbed in that unit;

(c) the present division of appointments into four classes will be done away with, in view of the altered conditions now, and there will be only two general classes of appointments with an increased general minimum educational qualification for each;

(d) Each recruit should ordinarily start only at the bottom of service in the class to which he is recruited. A certain proportion of vacancies may be fixed by the Central Recruitment Board for promotion to the officials [illegible] higher class;

(e) [illegible] The Central Recruitment Board will obtain a forecast of the vacancies in the several units, draw up a programme of recruitment for the year, then call for applications from the candidates for the vacancies that may arise, and prepare lists of the selected candidates in the order of preference (as determined by the Board) in two parts, (A) General, (containing the names of the best qualified persons, irrespective of community) and (B) Special (containing the names of only candidates of backward communities). In preparing this (B) list, an attempt will be made to see that all communities are adequately represented. As vacancies occur the appointments may be made from the approved list according to the relative order of merit therein of the names, in the proportion of one appointment in the General (A) list to three in the special (B) list.

6. The revised rules are appended to this order and

and will come into force with effect from 1st October 1934. The Central Recruitment Board is requested to obtain the forecasts of vacancies for the year 1934-1935 and issue lists of approved candidates before that date.

A. Wyld

for General Secretary to Government.

To

The Secretaries to Government.
The Comptroller.
The Heads of Departments.
The Deputy Commissioners of Districts.
The other Unit Officers.
The Secretary, Central Recruitment Board.

Press Table.

bnl.10.

(62)

Revised Rules of Recruitment governing Subordinate Services of Government.

These rules shall apply to all appointments (executive and ministerial) in the subordinate services of Government in the superior service, but in the absence of any specific provision to the contrary, nothing herein contained shall affect any special provisions which are now in force or may hereafter be made in respect of particular posts or services.

2. Backward Communities

The term "Backward Communities" as used in these rules includes all communities other than Brahmins.

3. The appointment of a person who is not a Mysorean by birth or domicile will be permitted only under exceptional circumstances and will require the previous sanction of Government in each case.

A person acquires a domicile in Mysore when he has voluntarily fixed the habitation of himself and his family therein not for more special or temporary purpose but with the present intention of making it his permanent home. Continued residence for five years shall be prima facie evidence of having acquired a domicile.

4. Age limit. The maximum age of entry into service will be 28 years in the case of candidates of Backward Communities and 25 years in the case of others. In case any over-aged candidates are proposed to be appointed, the provisions of Article 34 of the Mysore Service Regulations should be complied with.

5. All appointments will be divided into two classes, as below; and, subject to Special Rules, if any, in respect of particular services or posts, no person shall be eligible for admission to any subordinate service unless he possesses the minimum general educational qualifications prescribed hereunder for each class of appointments :-

Class I.

(69)

Class I.- All appointments carrying a pay of Rs.35 and above - A degree of the Mysore University or any other recognised University.

Class II. All other appointments carrying a pay of less than Rs. 35/-. A pass in the S.S.L.C Examination.

Exception : In the case of teachers in primary schools recruited on an initial salary not exceeding Rs.15 the minimum qualifications will be a pass in the Lower Secondary Examination.

Note :- (i) A pass in the Upper Secondary Examination may be considered as an alternative qualification for a pass in the S.S.L.C Examination, and a pass in the Training Examinations will be a preferential qualification, in respect of all tutorial appointments, in the Educational Institutions.

Note - (ii) In the case of Urdu Schools, a pass with Urdu as the second language will be the minimum qualification.

6. In lieu of the qualifications prescribed in Rule 5, the following shall be the minimum qualffications for Typists and Steno-Typists :-

(i) For Typists:- A pass in the S.S.L.C and the Type-writing (Senior) or other equivalent Examinations.

(ii) For Steno-Typists:-

(a) On a pay below Rs.50- A pass in the S.S.L.C., Type-writing (Senior) and Shorthand (Junior) or other equivalent Examinations.

(b) On a pay of Rs.50/- and above- A pass in the S.S.L.C, Type-writing (Senior) and Shorthand (Senior) or other equivalent Examinations.

Explanations to Rules 5 and 6.

Pay in the case of posts carrying progressive scale of pay shall be understood to mean the average pay as calculated for financial purposes.

7. Departmental Tests.

In addition to the general educational qualifications

(70)

qualifications mentioned above, candidates for appointments may be required to pass such departmental tests as may be prescribed by Government from time to time.

But, candidates possessing the general educational qualification prescribed for the appointment may be entertained on probation, subject to their being confirmed in their posts on passing the prescribed departmental test or tests within a period of two years.

8. Where qualifications are prescribed for selection for admission to the service in any capacity, no person who on the date of issue of these rules is already officiating or is temporarily employed in such capacity shall ordinarily be admitted as a member of the service in such capacity unless and until he has proved his possession of these qualifications.

9. After the date of issue of these rules, no member of the service shall be transferred or promoted to any posts higher than that he is holding substantively, unless he possesses the qualifications prescribed for such posts.

Provided that nothing herein contained shall be deemed to prevent a member of the service from drawing the increments of pay in a graded post which he is substantively holding on the date these rules come into force.

Provided also that Government may grant exemption to a member of the service permitting him to rise to a specified pay or stage of pay, notwithstanding the fact of his not possessing the prescribed qualifications for the same.

Recommendations for exemption from passing the departmental examinations in respect of any specific appointments may be made to Government through the Central Recruitment Board in the case of officials of longstanding who have acquired by wide experience a thorough knowledge of the Codes and Rules pertaining to the department in which they serve and who are unable on account of age or other sufficient cause, to pass the departmental tests prescribed for promotion to higher posts, provided they have put in not less

8

than

in respect of the following kinds of appointments :-

(i) Clerks, Accountants, Store-keepers, Record-keepers and other similar appointments.

(ii) Steno-Typists and Typists

(iii) Revenue Inspectors

(iv) Agricultural Inspectors and Fieldmen.

(v) Veterinary Inspectors.

(vi) Tutorial staff of the University below the grade of an Assistant Professor and of the Education Department.

(vii) Sub-Overseers and Draftsmen of the Public Works Department and Municipalities.

(viii) Excise Assistant Inspectors.

(ix) Inspectors of Co-operative Societies.

(x) Foresters and Rangers of the Forest Department.

N o t e :- Vacancies in Subordinate services other than those specified above shall be reported as they arise to the Central Recruitment Board which will advertise such vacancies and forward the applications of eligible candidates to the appointing officers for disposal with suitable instructions.

16. Each of the lists specified in Rule 15 shall be prepared in two parts viz., Part (A) 'General' containing the selected names of the best qualified candidates irrespective of their caste or community and Part (B) 'Special', containing the names of all selected candidates other than Brahmins.

In each list and in each part of a list, the names shall be entered in the order of preference as determined by the Central Recruitment Board. In preparing the lists the Central Recruitment Board will have due regard to the principle of providing for the adequate representation of all castes and communities in the public service.

It will be open to the Central Recruitment Board to assign to an eligible candidate of the Depressed Class or other specially Backward Class, a higher place than he would be entitled to, if

his

THE CENTRAL RECRUITMENT BOARD,
Public Offices,

Dated, Bangalore 9/16th August 1934.

No.1126-1225/C.R.B 14-34-1,

Official Memorandum.

With reference to para 2 of Rule 11 issued with Government Order No. 6-105/C.R.B. 1-34-1 dated 3rd July 1934 laying down that a certain proportion of vacancies in Class I to be fixed by the Central Recruitment Board for each Department shall be set apart for promotion to the officals already in service in Class II, and eligible for promotion, the following Resolution in the matter passed by the Central Recruitment Board at their meeting held on the 25th July 1934, is communicated for information and guidance.

"*Subject No. 14.*- Consideration of the item for the settlement of the Board in connection with the Revised Rules in regard to the fixing the proportion of the vacancies in Class I to be reserved for promotion in each Department.

Resolution:-(*3*) *Rule 11.*- As regards the proportion of vacancies in Class I to be reserved for promotion from Class II, the existing Rules may be continued in the case of every department until a change is found necessary".

By Order,

Secretary, Central Recruitment Board.

To--All the Unit Officers.

(74)

direct recruitment shall, from the date on which he joins duty as such, be on probation for a period of two years.

23. A probationer may act in any permanent or temporary post in the service for which he is qualified.

24. A probationer once selected and appointed should be continued in subsequent acting vacancies of the same class, occurring in the Unit, until he is permanently absorbed under Rule 29 or unless dispensed with under Rule 26.

25. When a probationer, owing to the cessation of the vacancy in which he is acting is employed in any subsequent acting or temporary appointment(as provided in Rule 22 above) for which he is eligible, every such acting or temporary appointment shall be reported by the Unit Officer forthwith to the Central Recruitment Board.

26. If, at the end of the prescribed period of probation or earlier, the Unit Officer does not consider the probationer suitable for appointment to the service, he shall by order dispense with his services. In such cases the Unit Officer shall make a report to the Central Recruitment Board giving full reasons for the step taken by him.

27. An appeal shall lie against an order of termination of the services of the official by the Unit officer to the Officer or authority to whom the ~~Unit~~ officer is subordinate within one month of its communication to the official.

28. If no such order is issued by the Unit Officer within three months after the expiry of a probationary period under Rule 21, the official shall be deemed to have completed his period of probation satisfactorily.

29. Appointment to the service.- The selected candidate after the successful completion of the period of probation shall be appointed a member of the service at the first opportunity and may, if a vacancy in the service existed be appointed with retrospective effect; provided that no probationer shall be appointed to the service before any other probationer for appointment to the same

service

service who completed his probation satisfactorily at an earlier date.

29. Seniority.- A member of a service shall take rank in any grade of the service according to the date on which he is substantively appointed to such grade.

30. Promotion.- Promotion from one grade to a higher grade shall be for merit and no member of a service shall be entitled to claim such promotion on the ground of seniority alone.

31. Transfer.- A member of a Subordinate service shall be liable to transfer to any part of the Mysore State.

32. Appointments in contravention of Rules.- Appointments made in contravention of Rules of Recruitment shall be liable to be ~~xxxxxx~~ vetoed by Government. Orders of Government vetoing appointments will be communicated to the officer, to the Head of the department, the Unit Officer, as well as the Comptroller for necessary action. Such orders should be given effect to - immediately.

For General Secretary to Government

(16)

S. O. G.

Government of his highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. 6-105—C. R. B. 1-34-1, dated 3rd July 1934.

Revised Rules of Recruitment.

Issues —— governing the Subordinate Services of Government.

READ—

Government Order No. 1827-80—E. A. G. 308, dated 16th May 1921, laying down the policy of Government on the question of the adequate representation of backward communities in the public service.

2. Government Order No. 5771-830—C. R. B. 5-26-1, dated 10th June 1927, issuing revised rules of recruitment to the subordinate ranks of the public service.

3. Government Order No. 3567-3652—C. R. B. 12-28-1, dated 10th October 1928, revising the classification of appointments and the qualifications for the same.

4. Resolution No. 2 of the Central Recruitment Board, passed at its forty-second meeting held on 31st March 1932, recommending a scheme for the adoption of a Staff Selection Board for making appointments on a system of communal rotation.

ORDER NO. 6-105—C. R. B. 1-34-1, DATED, BANGALORE, THE 3RD JULY 1934.

The question of revision of the rules of recruitment to the subordinate publi service in force, at present, in Mysore, has been under the consideration of Govern ment for some time past. The subject has also come up for discussion both in th Representative Assembly and the Legislative Council, more than once, and proposals have been brought forward for the establishment of a Public Service Commission or Staff Selection Board and for the adoption of a system of communal rotation as in Madras.

2. As regards the establishment of a Public Service Commission, Government have pointed out in the Representative Assembly and the Legislative Council that it is not necessary or called for, in Mysore. In regard to the communal rotation system, it has been explained by Government that the actual system recommended by the Central Recruitment Board is not acceptable to all communities, and is otherwise also complicated and difficult of working, owing to the several divisions among the backward communities in Mysore. Government agreed to the principle of giving adequate and just representation to all communities in the public service, and promised that the existing rules would be re-examined and revised with a view to ensure that qualified candidates of all communities get a fair chance of securing appointments in the public service and that the present Central Recruitment Board itself would be given such additional powers as may be necessary to perform the functions of a Staff Selection Board.

3. According to the existing rules of recruitment to the subordinate public service, 75 per cent of all vacancies to be filled up by direct recruitment are reserved for candidates belonging to the backward communities, while the remaining 25 per cent are treated as general vacancies open to all classes. All the appointments are divided into four classes according to the pay, with separate minimum qualifications prescribed for each class. Each individual vacancy to be filled up by direct recruitment is advertised in the Gazette, and applications from eligible and qualified candidates called for by the Central Recruitment Board. The applications that are received in response are scrutinised by the Central Recruitment Board and forwarded to the respective appointing officers for selection and report.

4. Experience of the working of the existing rules has shown certain defects, chief of which are the following :—

(i) A candidate who is appointed first in a temporary vacancy may lose his post, while another appointed subsequently may continue longer and a third appointed last may get a permanent post.

(*ii*) Temporary arrangements are often made in the vacancies pending advertisement, and in short vacancies which could not be advertised. These arrangements frequently do not conform to the rules laid down. Persons selected for such casual appointments are kept on in similar casual vacancies, and come, in course of time, to acquire a kind of claim for permanent employment, while persons recruited through the Central Recruitment Board in advertised temporary vacancies are left without a chance of confirmation and have, on the cessation of the vacancies, to look out for other appointments, put in fresh applications and take their chance.

(*iii*) As direct recruitment is made not only at the bottom but also at three higher stages, (only one out of every three vacancies in each class being made available for promotion) the chances of promotion to candidates already in service, or recruited for permanent vacancies in the lower grades, are much restricted.

(*iv*) The rules are also complicated, and the practice of advertising every vacancy throws much labour on the Central Recruitment Board Office. The same candidate may, at the same time, be applying for several advertised posts.

5. With a view to remedy the defects and satisfy the general requirements, Government have examined the existing rules and have revised them on the following general lines :—

(*a*) Each recruit should be started as a probationer in the unit of recruitment;

(*b*) The recruit is the unit and not the vacancy, and he should, on the cessation of the acting or temporary vacancy in which he is appointed, be, as far as possible, continued and provided in another vacancy, till he is finally absorbed in that unit;

(*c*) The present division of appointments into four classes will be done away with, in view of the altered conditions now, and there will be only two general classes of appointments with an increased general minimum educational qualification for each;

(*d*) Each recruit should ordinarily start only at the bottom of service in the class to which he is recruited. A certain proportion of vacancies may be fixed by the Central Recruitment Board for promotion to the officials in the lower class to the higher class;

(*e*) *Method of Recruitment.*—The Central Recruitment Board will obtain a forecast of the vacancies in the several units, draw up a programme of recruitment for the year, call for applications from the candidates for the vacancies that may arise, and prepare lists of the selected candidates in the order of preference (as determined by the Board) in two parts, (A) General (containing the names of the best qualified persons, irrespective of community), and (B) Special (containing the names of only candidates of backward communities). In preparing this (B) list, an attempt will be made to see that all communities are adequately represented. As vacancies occur, the appointments may be made from the approved list according to the relative order of mention therein of the names, in the proportion of one appointment in the General (A) list to three in the Special (B) list.

6. The revised rules are appended to this order and will come into force with effect from 1st October 1934. The Central Recruitment Board is requested to obtain the forecasts of vacancies for the year 1934-35 and issue lists of approved candidates before that date.

S. ABDUL WAJID,
Secretary to Government,
General Department.

To—The Secretaries to Government.
The Comptroller to Government.
The Heads of Departments.
The Deputy Commissioners of Districts.
The other Unit Officers.
Th

Exd.—C. K.

No. 6-105—C. R. B. 1-34-1½, dated 3rd July 1934.

REVISED RULES OF RECRUITMENT GOVERNING SUBORDINATE SERVICES OF GOVERNMENT.

These rules shall apply to all appointments (executive and ministerial) in the subordinate services of Government in the superior service, but in the absence of any specific provision to the contrary, nothing herein contained shall affect any special provisions which are now in force or may hereafter be made in respect of particular posts or services.

2. *Backward Communities.*—The term "Backward Communities" as used in these rules includes all communities other than Brahmins.

3. The appointment of a person who is not a Mysorean by birth or domicile will be permitted only under exceptional circumstances and will require the previous sanction of Government in each case.

A person acquires a domicile in Mysore when he has voluntarily fixed the habitation of himself and his family therein not for mere special or temporary purpose but with the present intention of making it his permanent home. Continued residence for five years shall be *prima facie* evidence of having acquired a domicile.

4. *Age Limit.*—The maximum age of entry into service will be 28 years in the case of candidates of backward communities and 25 years in the case of others. In case any over-aged candidates are proposed to be appointed, the provisions of Article 34 of the Mysore Service Regulations should be complied with.

5. All appointments will be divided into two classes, as below; and, subject to special rules, if any, in respect of particular services or posts, no person shall be eligible for admission to any subordinate service unless he possesses the minimum general educational qualifications prescribed hereunder for each class of appointments:—

Class I.—All appointments carrying a pay of Rs. 35 and above—a degree of the Mysore University or any other recognised University.

Class II.—All other appointments carrying a pay of less than Rs. 35—a pass in the S.S.L.C. Examination.

Exception.—In the case of teachers in primary schools recruited on an initial salary not exceeding Rs. 15 the minimum qualification will be a pass in the Lower Secondary Examination.

Note.—(i) A pass in the Upper Secondary Examination may be considered as an alternative qualification for a pass in the S.S.L.C. Examination, and a pass in the Training Examinations will be a preferential qualification, in respect of all tutorial appointments, in the educational institutions.

Note.—(ii) In the case of Urdu Schools, a pass with Urdu as the second language will be the minimum qualification.

6. In lieu of the qualifications prescribed in Rule 5, the following shall be the minimum qualifications for Typists and Steno-Typists:—

(i) *For Typists.*—A pass in the S.S.L.C. and the Typewriting (Senior) or other equivalent Examinations.

(ii) *For Steno-Typists.*—

(*a*) On a pay below Rs. 50—A pass in the S.S.L.C., Typewriting (Senior) and Shorthand (Junior) or other equivalent Examinations.

(*b*) On a pay of Rs. 50 and above—A pass in the S.S.L.C., Typewriting (Senior) and Shorthand (Senior) or other equivalent Examinations.

Explanations to Rules 5 and 6.—Pay in the case of posts carrying progressive scale of pay shall be understood to mean the average pay as calculated for financial purposes.

7. *Departmental Tests.*—In addition to the general educational qualifications mentioned above, candidates for appointments may be required to pass such departmental tests as may be prescribed by Government from time to time.

But, candidates possessing the general educational qualification prescribed for the appointment may be entertained on probation, subject to their being confirmed in their posts on passing the prescribed departmental test or tests within a period of two years.

8. Where qualifications are prescribed for selection for admission to the service in any capacity, no person who on the date of issue of these rules is already officiating or is temporarily employed in such capacity shall ordinarily be admitted as a member of the service in such capacity, unless and until he has proved his possession of these qualifications.

9. After the date of issue of these rules, no member of the service shall be transferred or promoted to any posts higher than that he is holding substantively, unless he possesses the qualifications prescribed for such posts.

Provided that nothing herein contained shall be deemed to prevent a member of the service from drawing the increments of pay in a graded post which he is substantively holding on the date these rules come into force.

Provided also that Government may grant exemption to a member of the service permitting him to rise to a specified pay or stage of pay, notwithstanding the fact of his not possessing the prescribed qualifications for the same.

Recommendations for exemption from passing the departmental examinations in respect of any specific appointments may be made to Government through the Central Recruitment Board in the case of officials of long standing who have acquired by wide experience a thorough knowledge of the Codes and Rules pertaining to the department in which they serve and who are unable on account of age or other sufficient cause, to pass the departmental tests prescribed for promotion to higher posts, provided they have put in not less than 15 years' service and are not less than 45 years of age. The exemption should be given only in respect of specific appointments and no general exemption from passing departmental examination will be granted to any official.

Recommendations for exemptions should be submitted in the first instance to the Head of the Department concerned, who will submit the same for the orders of Government through the Central Recruitment Board, with his opinion.

10. Candidates shall be directly recruited only from the lists furnished annually by the Central Recruitment Board or from any supplemental lists sent by it, in the manner hereinafter described.

11. Approved candidates for admission to the service by direct recruitment should ordinarily start at the bottom of service in each class in the Department.

A certain proportion of the vacancies in Class I to be fixed for each Department shall be set apart by the Central Recruitment Board for promotion to the officials already in service in class II, and eligible for promotion.

12. Officers in charge of the Units shall furnish to the Central Recruitment Board in the month of April, every year, a list of vacancies likely to occur in their respective Units during the following official year.

13. On a consideration of the forecasts of recruitment received from the Unit Officers, the Central Recruitment Board will prepare a consolidated programme of recruitment for the following official year.

14. The Central Recruitment Board shall call for applications from candidates for admission to the service for the vacancies that may arise during the year and shall make a selection from such candidates to the number required, keeping a sufficient margin to meet unforeseen demands for personnel.

15. Lists of approved candidates shall be prepared separately in respect of the following kinds of appointments:—

(i) Clerks, Accountants, Store-keepers, Record-keepers and other similar appointments.
(ii) Steno-Typists and Typists.
(iii) Revenue Inspectors.
(iv) Agricultural Inspectors and Fieldmen.
(v) Veterinary Inspectors.
(vi) Tutorial staff of the University below the grade of an Assistant Professor and of the Education Department.
(vii) Sub-Overseers and Draftsmen of the Public Works Department and Municipalities.
(viii) Excise Assistant Inspectors.
(ix) Inspectors of Co-operative Societies.
(x) Foresters and Rangers of the Forest Department.

NOTE.—Vacancies in Subordinate services other than those specified above shall be reported as they arise to the Central Recruitment Board which will advertise such vacancies and forward the applications of eligible candidates to the appointing officers for disposal with suitable instructions.

16. Each of the lists specified in Rule 15 shall be prepared in two parts, *viz.*, Part (A) 'General,' containing the selected names of the best qualified candidates irrespective of their caste or community and part (B) 'Special,' containing the names of all selected candidates other than Brahmins.

In each list and in each part of a list, the names shall be entered in the order of preference as determined by the Central Recruitment Board. In preparing the lists the Central

Recruitment Board will have due regard to the principle of providing for the adequate representation of all castes and communities in the public service.

It will be open to the Central Recruitment Board to assign to an eligible candidate of the Depressed Class or other specially backward class, a higher place than he would be entitled to, if his educational qualifications were alone taken into consideration.

17. Alterations may be made, as occasion arises, in the lists of eligible candidates by the Central Recruitment Board but the lists shall be completely revised once a year after calling for fresh applications.

18. The lists, on approval by Government, shall be published in the *Mysore Gazette*.

19. Each of the eligible candidates shall be provisionally assigned to one or, if the Central Recruitment Board deems fit, to more than one Unit.

20. As vacancies occur in each Unit, candidates shall be appointed from the approved lists of eligible candidates, assigned to that Unit, according to the relative order in which their names are entered in the general or special lists respectively, subject also to the condition that for one appointment from the general list, there shall be three from the special list.

Exception 1.—In Departments where 50 per cent of the appointments are already held by members of backward communities, for one appointment from the general list there shall be two from the special list.

G. O. No. 67-126—C. R. B. 5-26-3, dated 8th July 1927.

Exception 2.—All candidates considered as eligible for the tutorial posts in the University shall be included in the General list. Preference should be given to persons belonging to backward communities if their qualifications are approximately equal to those of other candidates.

G. O. No. 7872-74—C. R. B. 6-28-4, dated 13th April 1929.

The appointment should be reported promptly by the Unit Officer to the Central Recruitment Board.

The appointing officer should duly verify, if necessary, by examining the certificates, the educational qualification of the candidate selected before he is actually appointed to a post.

21. As soon as the selected candidate is taken on duty, a Service Register should be opened for him and maintained in the office.

22. A candidate selected for admission to the subordinate service by direct recruitment shall, from the date on which he joins duty as such, be on probation for a period of two years.

23. A probationer may act in any permanent or temporary post in the service for which he is qualified.

24. A probationer once selected and appointed should be continued in subsequent acting vacancies of the same class, occurring in the Unit, until he is permanently absorbed under Rule 29, unless dispensed with under Rule 26.

25. When a probationer, owing to the cessation of the vacancy in which he is acting is employed in any subsequent acting or temporary appointment (as provided in Rule 22 above) for which he is eligible, every such acting or temporary appointment shall be reported by the Unit Officer forthwith to the Central Recruitment Board.

26. If, at the end of the prescribed period of probation or earlier, the Unit Officer does not consider the probationer suitable for appointment to the service, he shall by order dispense with his services. In such cases the Unit Officer shall make a report to the Central Recruitment Board giving full reasons for the step taken by him.

27. An appeal shall lie against an order of termination of the services of the official by the Unit Officer to the Officer or authority to whom the Unit Officer is subordinate within one month of its communication to the official.

28. If no such order is issued by the Unit Officer within three months after the expiry of a probationary period under Rule 21, the official shall be deemed to have completed his period of probation satisfactorily.

29. *Appointment to the Service.*—The selected candidate after the successful completion of the period of probation shall be appointed a member of the service at the first opportunity and may, if a vacancy in the service existed, be appointed with retrospective effect; provided that no probationer shall be appointed to the service before any other probationer for appointment to the same service who completed his probation satisfactorily at an earlier date.

29. *Seniority.*—A member of a service shall take rank in any grade of the service, according to the date on which he is substantively appointed to such grade.